



LEADING REMOTE TEAMS

WITH EMOTIONAL INTELLIGENCE

LEADING REMOTE TEAMS WITH E/I IS CRITICAL

When we are tasked with leading people remotely, the areas of emotional intelligence become more important to double down on as a leader. These are, of course, the areas of **self-awareness, self-regulation, motivation, empathy, and social analysis.**



SELF-AWARENESS

Self-awareness comes from answering the following question, for yourself as a leader and a team:

How well do you know yourself?



SELF-REGULATION

Self-regulation is about answering the following question, as a leader and a team:

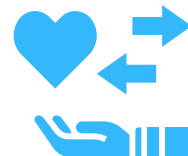
How well do you manage your own emotions?



MOTIVATION

Motivation is about answering the following question for the leader and the team:

How do you set long, mid, and short term goals and follow through?



EMPATHY

Empathy is about answering the following question, for yourself, as a leader:

How well do you understand (and manage) other people's emotions?



SOCIAL ANALYSIS

Social analysis is about answering the following question, for yourself, as a leader and for the team:

How well do you manage social situations?



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TIPS FOR LEADERSHIP SUCCESS

1

When leading remote teams and new remote workers, disrupted, disturbed and potentially resistant to the idea of working remotely, a leader is going to want to engage with empathy and social analysis first.

2

Engagement with self-awareness helps the leader to constantly be “self-checking” what they are feeling virtually and remotely around leading the team.

3

Engagement with self-regulation helps with not sending an IM to quickly and with sending measured, actionable, concise email communications and avoiding all the worst ways we tend to use email instead of face-to-face communication in the office.

REMEMBER, FOR REMOTE WORK TEAMS NEW TO THE WORK, VALUE CREATION IS ABOUT MAKING CHANGE, MOVING A PROJECT FORWARD, MAKING A DIFFERENCE AND, CREATIVELY RESPONDING TO DISRUPTION.