

# Leading Virtually™

## Cultivate the Potential of Your Remote Teams

### Learn the unique leadership skills required to lead successful virtual and hybrid teams.

Today's workforce increasingly works from home and other remote locations, with teams spread across countries and time zones. As a result, managers need help to connect with their people through time lags and technology interfaces. It's the new normal. And it comes with a new set of benefits and challenges.

Managing in this environment differs from working together in the same physical space. It can be challenging to understand what your people need and even harder to build rapport and trust over long distances.

Employees working remotely also have many challenges to take on. It's harder to understand evolving goals and shifting priorities when separated from their teams and leader. Working for hours or days with fewer human interactions can become isolating, potentially damaging morale and reducing engagement. And there are many new technologies and techniques to master to communicate and collaborate well.

Leading Virtually™ helps managers with remote or hybrid staff learn the skillsets needed to stay connected and increase the effectiveness and productivity of their people.

### Outcomes



Deepen connection between employees



Increase autonomy and empowerment



Improve performance of remote staff



Improve employee engagement



## Learning Objectives

- Know how to interact best with remote workers
- Understand how to shift management techniques for remote staff
- Use behaviors to improve remote/hybrid workers' connections and morale

### Leading Virtually™ Model



### Learn the formula for engaged virtual workers.

Based on 20 years of helping managers lead virtually, this program focuses on three key practices proven to boost manager effectiveness in a virtual environment:

**Be Present and Mindful** – Teaches leaders to communicate intentionally with remote team members, to structure conversations for maximum impact, and to honor each other's work preferences

**Foster Community** – Helps managers build trusting and supportive relationships that stay positive and involve all their people, using the technology available

**Accelerate Performance and Development** – Teaches leaders how to build the resourcefulness and autonomy of staff members and to help them move forward in their careers

### Learning Modality

**Virtual** In-depth Learning • Application • Practice • Action Planning

**Virtual Instructor-led Training:** Three 2-hour virtual sessions

The virtual sessions offer learners a highly engaging experience that includes instruction responses, reflection, group activities, and opportunities to practice new skills in a safe setting.

### Who Should Attend?

- Managers with remote or hybrid team members
- Frontline and mid-level managers
- Supervisors
- Senior leaders