

Supporting your team remotely

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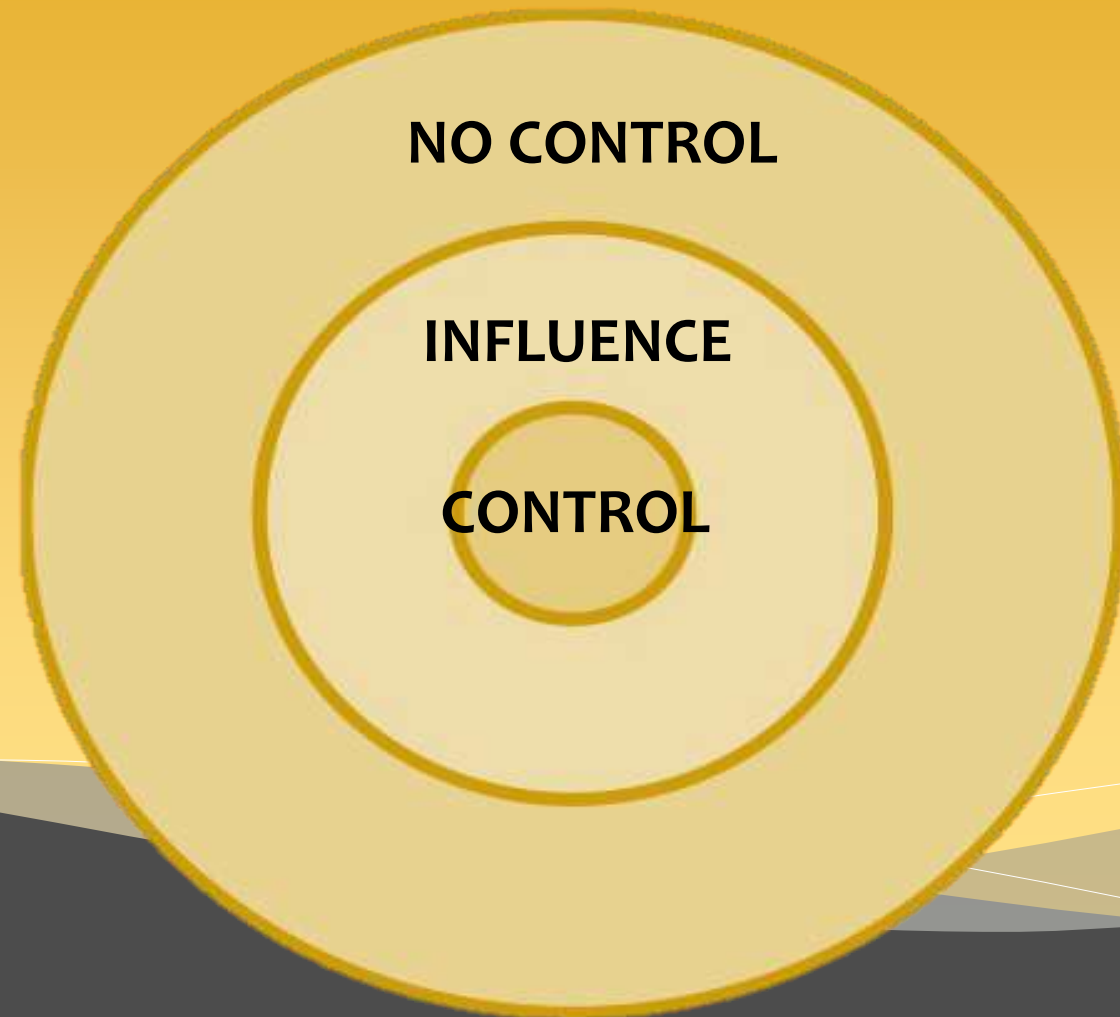
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What are some of the barriers you/your team are currently facing, or may face in the future?



What the stats say...

The average employed worker is saving £44.78 every week.

76% said there are fewer distractions outside of offices.

70% of workers feel that offering flexible working makes a job more attractive to them.

Employee retention rates increase by 10% in organisations that embrace remote working.



49% of remote workers note that their biggest struggle is wellness-related.

31% of remote workers say that they struggle with loneliness.

71% felt that their company should still have an office.

62% of remote workers want employers to provide better technology to help them stay connected with others.



What needs to be considered/done differently when managing remotely?

Considerations relating to style...

Are they 'sensory' communicators?

Do they prefer written instruction?

Will they find the limited people contact difficult?

Do they have a preference around methods of communication?

Are they perfectionists and will set extremely high standards for themselves?

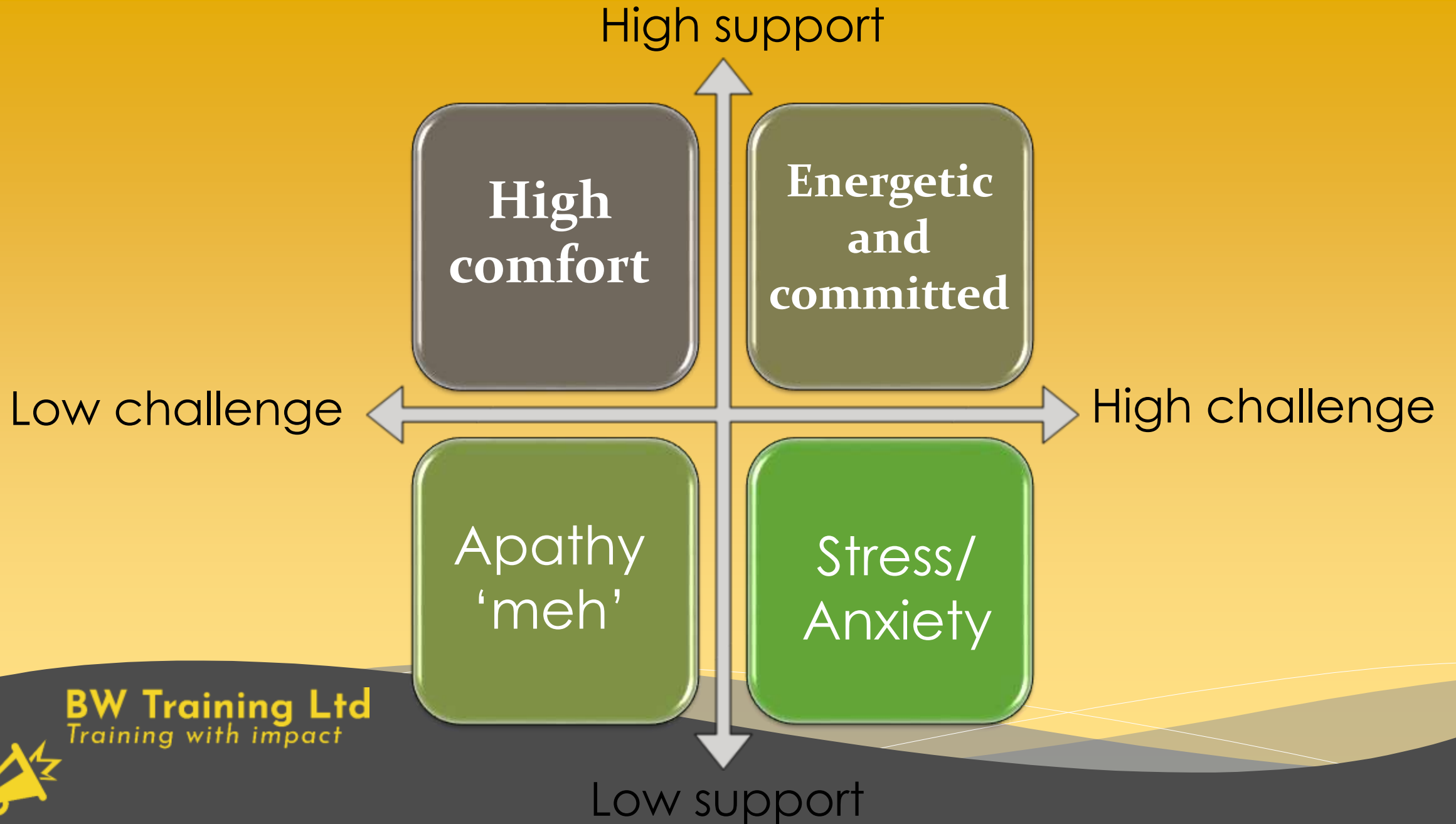
Do they need to be shown how something works?

Are they a new member of staff to you/the Organisation?

Will they be able to self manage?

Are you confident they are on task?

Do they feel isolated or ignored? How will you know?



Top tips to manage remotely

Agree ways of working

Show the big picture, but prepare to flex

Set clear expectations

Have regular virtual contact – ideally daily

Work out a way to share information ‘water cooler’ chats

Give regular constructive feedback

Help foster wellbeing dialogue – don’t forget the social stuff

Encourage staff to ‘manage their state’ and role model that yourself

Put your own life vest on first!



Top tips when working remotely

Set up a separate workspace

Make sure you have the tech you need

Get dressed!

Explain what you are doing to your family

Manage your own wellbeing

Know when to step away from your desk – remember the law of diminishing returns

Stay visible within your team - invest in relationships with your colleagues

Ask for help when you need it

Make remote working work for you

Further guidance can be found on-line at...

CIPD – 6 detailed guides from “top tips on how to work remotely” through to “tips for managing a distributed team” <https://www.cipd.ie/news-resources/practical-guidance/guides>



“Being positive in a difficult situation is not naïve. Its leadership”.

Ralph Marston



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