

# **Winning At Remote Leadership- Close Together at Great Lengths**

Why Remote Work is the Future for Business  
and How to Make it Work



**REMOTE LEADERSHIP**

INSTITUTE

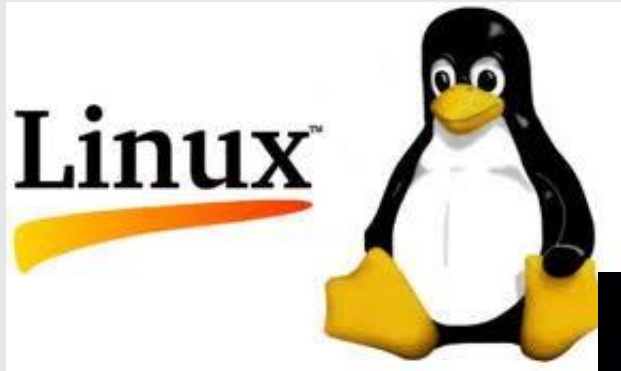
**[RemoteLeadershipInstitute.com](https://RemoteLeadershipInstitute.com)**

# Today's Speaker

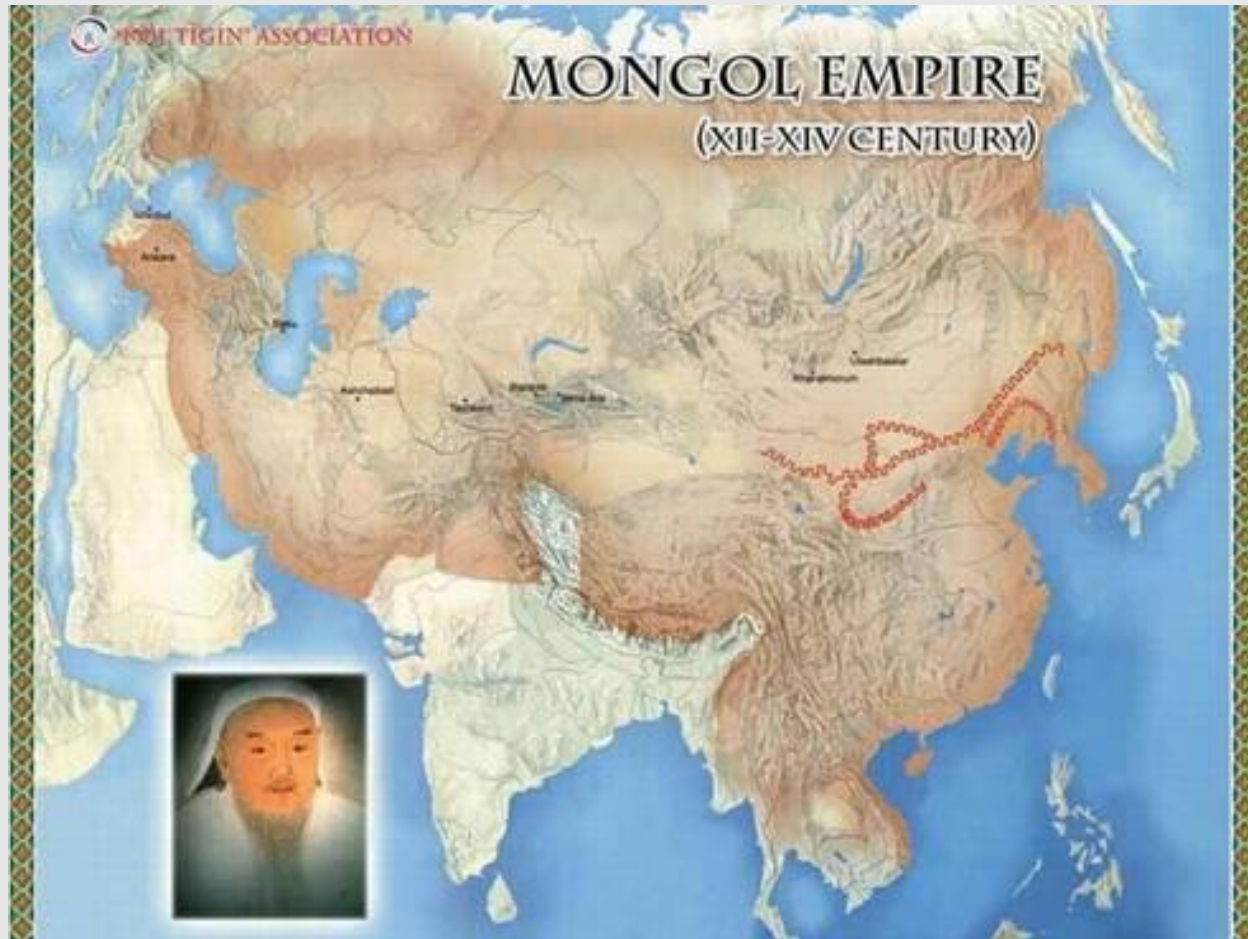
- Wayne Turmel co-founder Remote Leadership Institute
- Author of "The Long-Distance Leader" and "Meet Like You Mean It- a Leader's Guide to Painless & Productive Virtual Meetings"
- Clients in 7 countries



# What do these things have in common?



# You Think You Have It Rough....



# Our Time Together

- Trends in remote work
- Three things great teams do to hold it together
- Why technology is only part of the answer
- What leaders need to start planning for

# A couple of facts

- >90% of projects have remote team members or stakeholders
- Telework (full and part-time) is growing 25% per year
- 80% of PMs say technology is “mission critical,” but only 15% say they’re confident and competent they use it well
- Remote workers report higher “task completion” but lower scores in collaboration, idea sharing and brainstorming

# Big Concerns for Business Leaders

- How do we know they're working?
- Can we brainstorm and collaborate effectively?
- How do we manage day-to-day?
- Can we know what's going on?

# Just So You Know

According to Harvard Business Review:

“Remote workers accomplish more tasks than those in an office environment.”

It's not if they're working. It's what they're working on.



# 3 Things Great Businesses have Always Done

- Share a common vision
- Hold people accountable and keep them connected
- Use the technology available as best you

# Put simply

Most of the work is still driven by people and their attitudes and behaviors. Technology is only an enabler.

How is your technology going to help drive these attitudes and behaviors?

# What Would Genghis Do?



# Sharing a Vision

- Genghis Khan



- Alexander the Great (?)



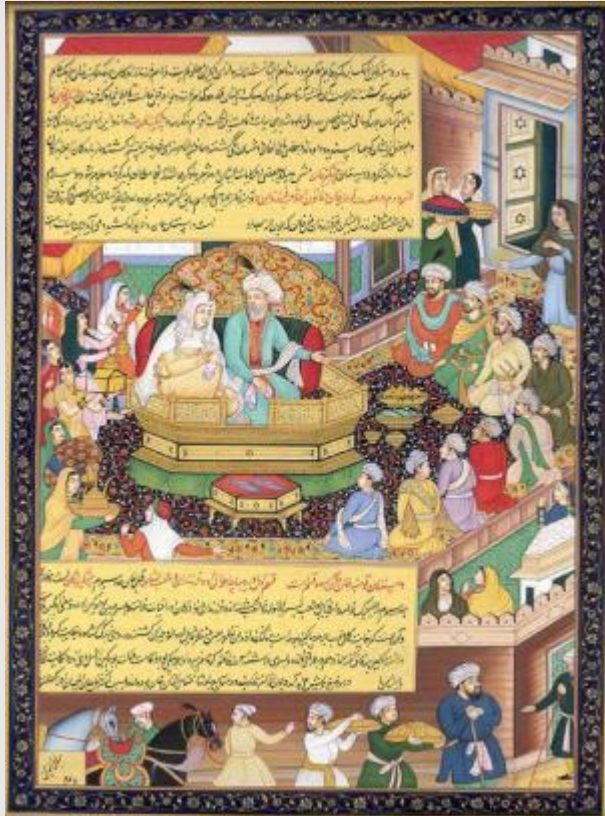
# Share the Vision

- Don't assume
- Refer to it frequently
- Use it as a touchstone
- Share with other stakeholders

# How Does Your Technology Enable Sharing a Common Vision?

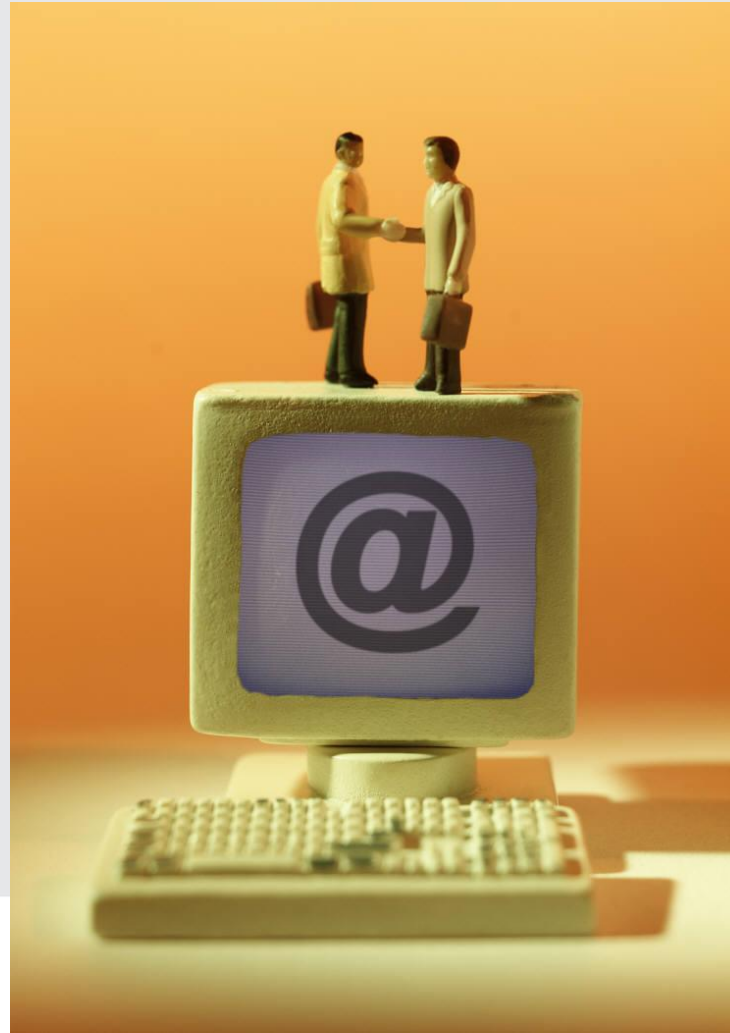


# Hold People Accountable



- Set clear goals
- Share the goals and expectations
- Metrics
- Take action when needed

# Working Relationships are Critical





# How Does Your Technology Enable Accountability and Connection?



# Use the Technology Available



# Stay Connected- we don't care how!



GoToMeeting



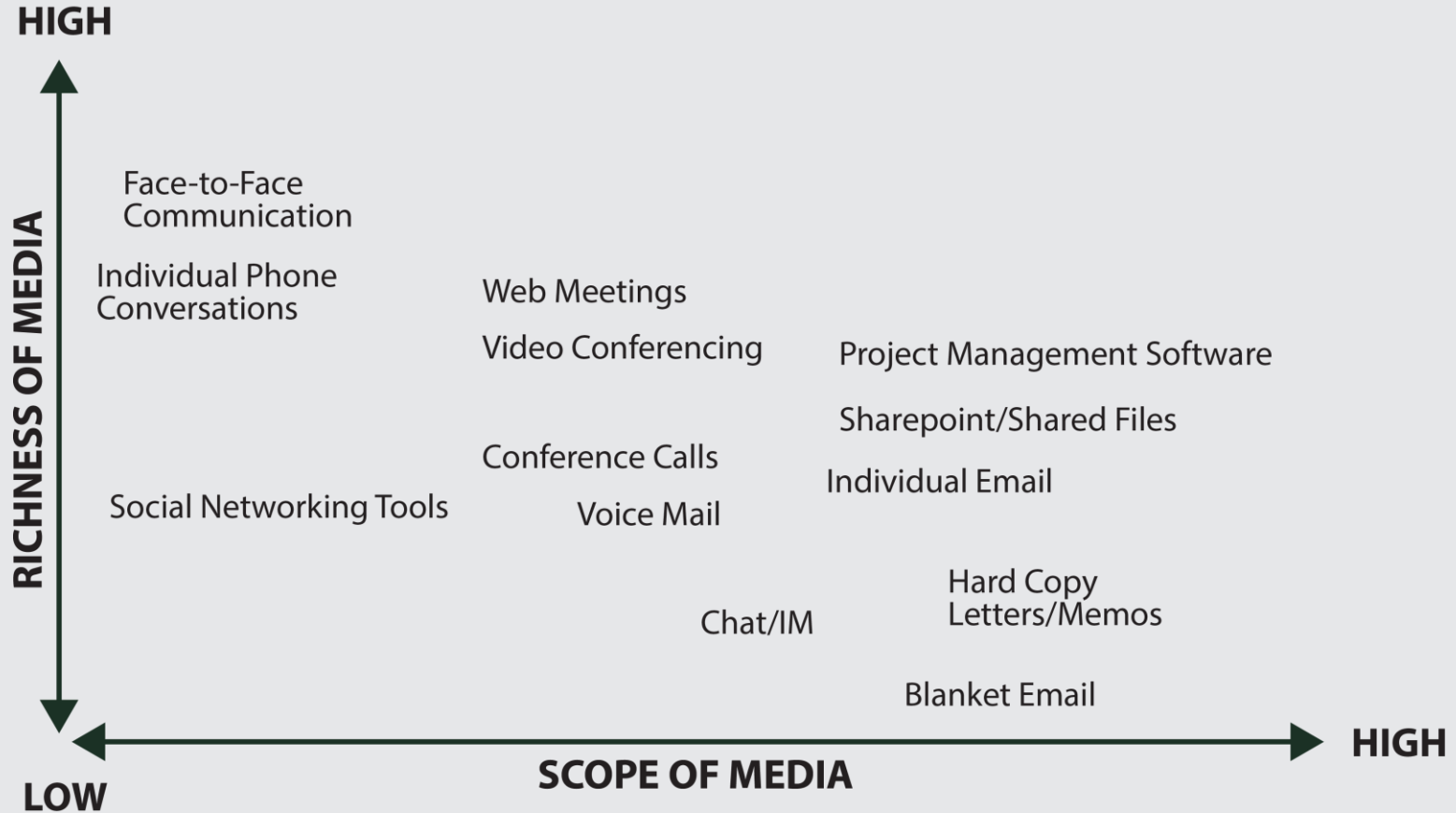
# Tools to use

- Face to face
- Email
- Telephone
- Conference Calls
- Instant Messaging
- Mobile Applications
- Virtual meetings
- Games
- Shared file sites
- Social networks
- Blogs
- Wikis
- Webcams

# The Problem Isn't a Shortage of Tools



# Richness vs. Scope



Adapted from Using Communication Technology, Bettina Büchel Palgrave, 2001

# If you build it, will they come?

- Technophobia?
- Include them in the decisions
- Use your early adopters
- Trumpet successes

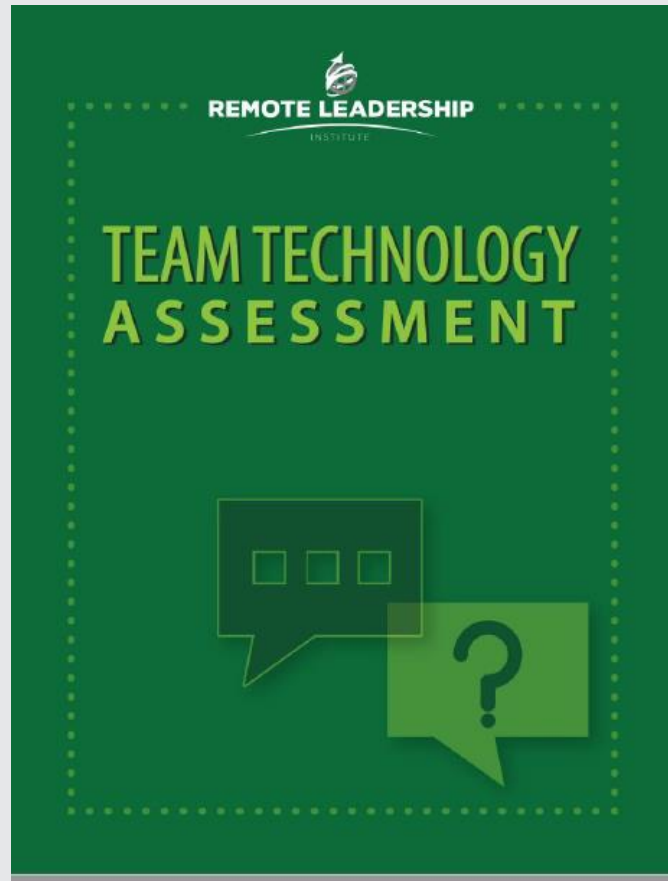


# Tools for encouraging use

- Set expectations as a group
- Use competition
- Reward and encourage
- Set usage as a performance expectation
- Explicit cultural barriers
- Coach constantly
- Model it yourself



# How are your teams doing?



# Questions?

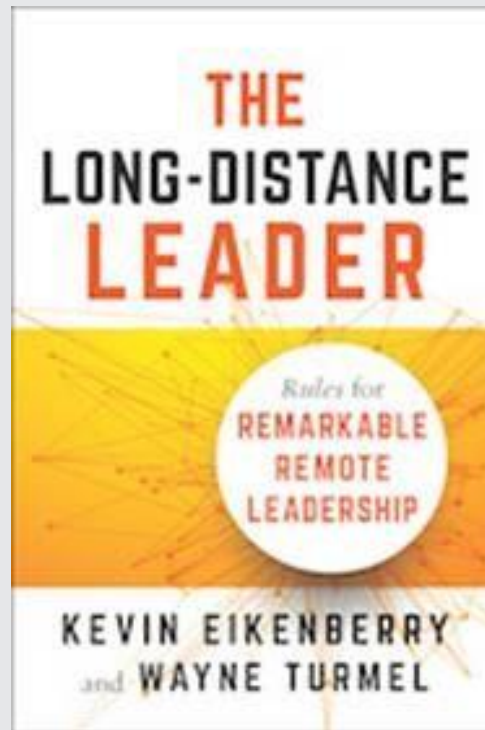


# Free Team Tech Assessment

<https://www.remoteleadershipinstitute.com/team-tech-assessment-remote-leaders/>

wayne@remoteleadershipinstitute.com  
Or LinkedIn to Wayne Turmel

# Win a FREE copy



wayne@remoteleadershipinstitute.com  
Or LinkedIn to Wayne Turmel

# 3 Things Great Remote Teams Do

- Share a common vision
- Hold people accountable
- Use the technology available as best you can

# We Can Help....

- “Coaching and Feedback From a Distance”
- “How to Create and Manage Remote Teams”
- “Leading Effective Virtual Meetings”
- Readiness assessments and planning
- Class B PDUs available



# **Winning At Remote Leadership- Close Together at Great Lengths**

Why Remote Work is the Future for Business  
and How to Make it Work



**REMOTE LEADERSHIP**

INSTITUTE

**[RemoteLeadershipInstitute.com](https://RemoteLeadershipInstitute.com)**