Fulcrum Point

Workshop outline · Leading people

Leading Hybrid and Remote Teams.

Lead a team that is rarely in one room. Managers learn to build trust at a distance, plan their communication, and act as coach, connector and campaigner for their people.

For

Managers whose team is hybrid, remote or spread across sites, and who want to raise performance.

Format

One day. In person or live virtual.

What it is for.

Most teams are now split between the office, home and other sites, and they are staying that way. Leading them is a different job from leading people in one room. Research shows repeatedly that leaders of distributed teams must be very good communicators and must use different strategies. When problems arise, the relationship has to rest on trust and on communication that is planned, because it no longer happens by chance.

Participants work on building trust with team members they seldom see, apply the communication skills that leading at a distance depends on, and learn to gather feedback and hold productive partnership discussions. They develop good practices for virtual and hybrid team meetings, where some people are in the room and some are not, and write action plans for working with each of their remote colleagues.

What you leave with.

- A climate of trust with team members you seldom see
- Strategies for the communication skills that leading at a distance depends on
- The ability to gather feedback and hold productive partnership discussions
- Skills for leading as coach, connector and campaigner for your team
- Good practices for virtual and hybrid team meetings
- Action plans for working with remote colleagues

Why it matters.

- People deliver results without being micromanaged
- Remote team members feel connected to the organization, and are seen and heard in it
- Turnover and frustration among remote staff go down

Format.

Length	One day
Mode	In person or live virtual
For	Managers whose team is hybrid, remote or spread across sites, and who want to raise performance.
Method	Self-assessment tools; Short inputs from the facilitator; Group activities; Individual and peer-to-peer assignments

Your speaker.

Lorne Michael Cousins

Senior Fellow and Council Director, The Conference Board, Asia. Founder, Fulcrum Point.

Lorne Michael Cousins has spent twenty-five years inside corporate sustainability across China and the Asia-Pacific, as environmental auditor, sustainability consultant and leadership strategist. He is Senior Fellow and Council Director at The Conference Board, Asia, founder of Fulcrum Point Sustainability Consulting in Shanghai, and a Founding Member of the Sustainability Directory.

He holds an MEM from UNSW Sydney, a BA from UBC Vancouver, and Practitioner status with IEMA. Accredited Advisor, Future-Fit Business Benchmark.

fulcrumpoint.co