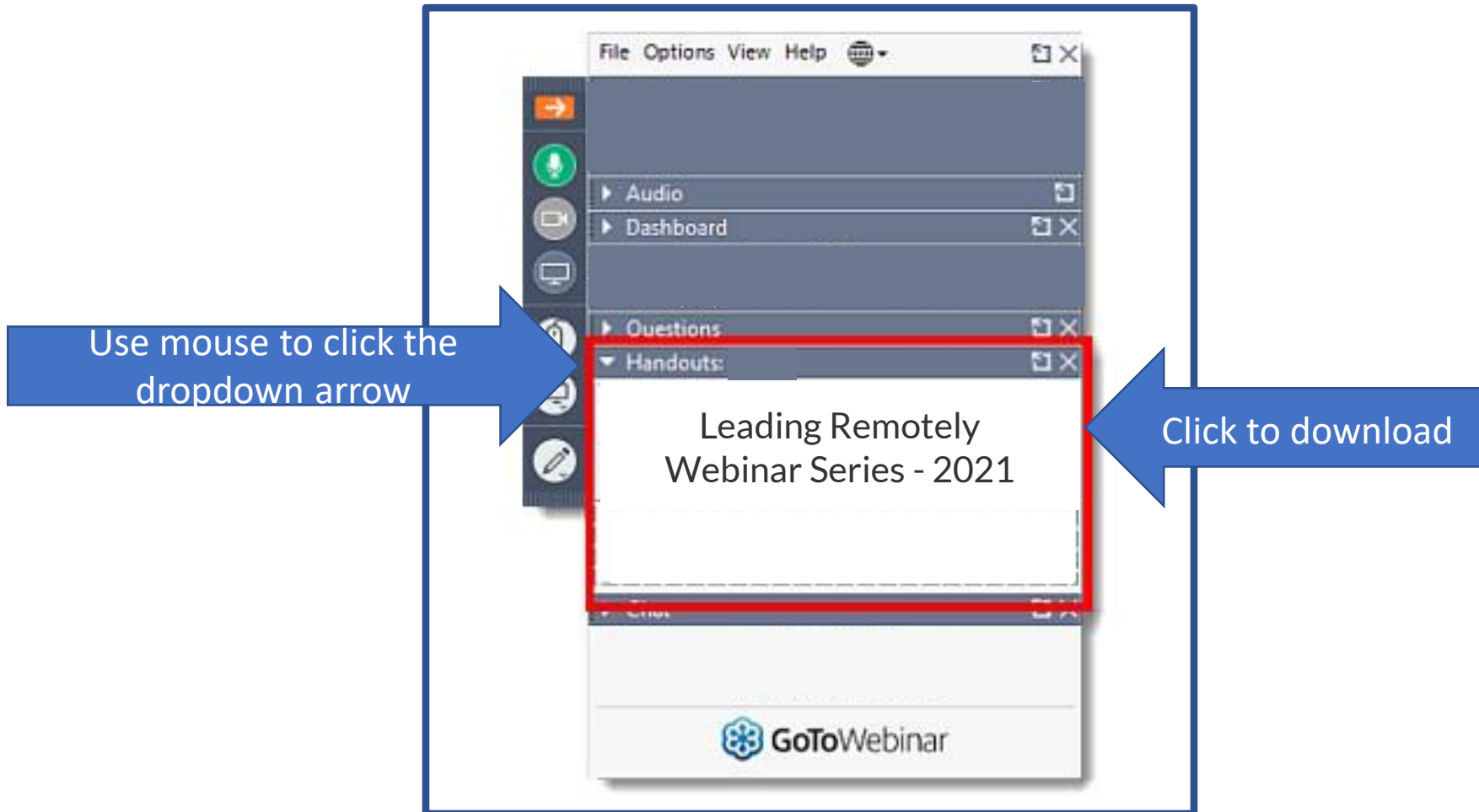
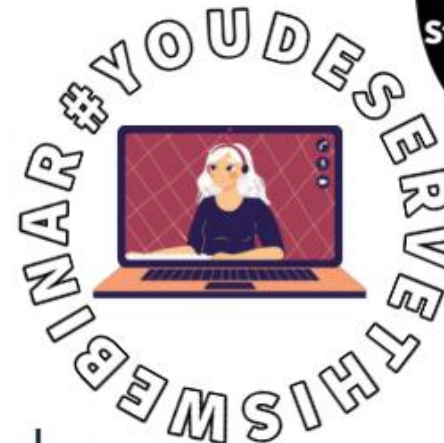


Download Your Handout



Welcome!

ellis | PARTNERS IN
MANAGEMENT SOLUTIONS
edge2learn



Presented by:
Nadine
Peiffer-Seitz
Strategic Performance
Consultant



Leading Remotely - Leadership First, Location Second!

Your Webinar Today is Presented by Ellis, Partners and Edge2Learn

ellis | PARTNERS IN
MANAGEMENT SOLUTIONS

ellis | PARTNERS IN
MANAGEMENT SOLUTIONS

www.epmsonline.com

www.edge2learn.com

edge2learn

Thank you for joining us today!

Want to learn more?



Pam Pederson

Director of Engagement and Communications
Edge2Learn

ppederson@edge2learn.com



Today's Presentation!



Meet Your Speaker: Nadine Peiffer-Seitz

- Nadine is a learning and development enthusiast with a passion for working with individuals, teams and organizations
- Nadine is a transplant from Duesseldorf, Germany who moved to Orange County, California in 2004 after graduating from the University in Muenster with a degree in Educational Science.
- She is a certified DISC, MBTI and FIRO-B practitioner and facilitates experience-based learning sessions, which are grounded in Emotional Intelligence, to build knowledge, skills and abilities.





Leading Remotely

Leadership First, Location Second

THE LONG-STANCE LEADER

BY KEVIN EIKENBERRY AND WAYNE TURMEL

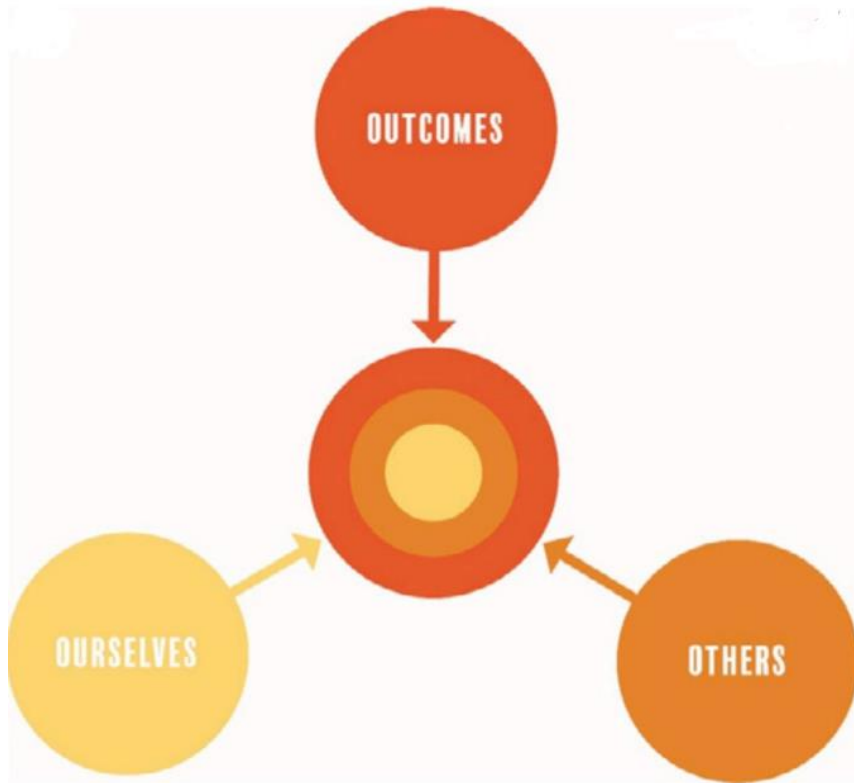


WHAT IS LEADERSHIP?

We need to do the
same things but in
a *different way*.

WHAT WE DO IS THE SAME, HOW WE DO IT CHANGED

WHAT – Leadership Principles



The Three O Model

POLL QUESTION

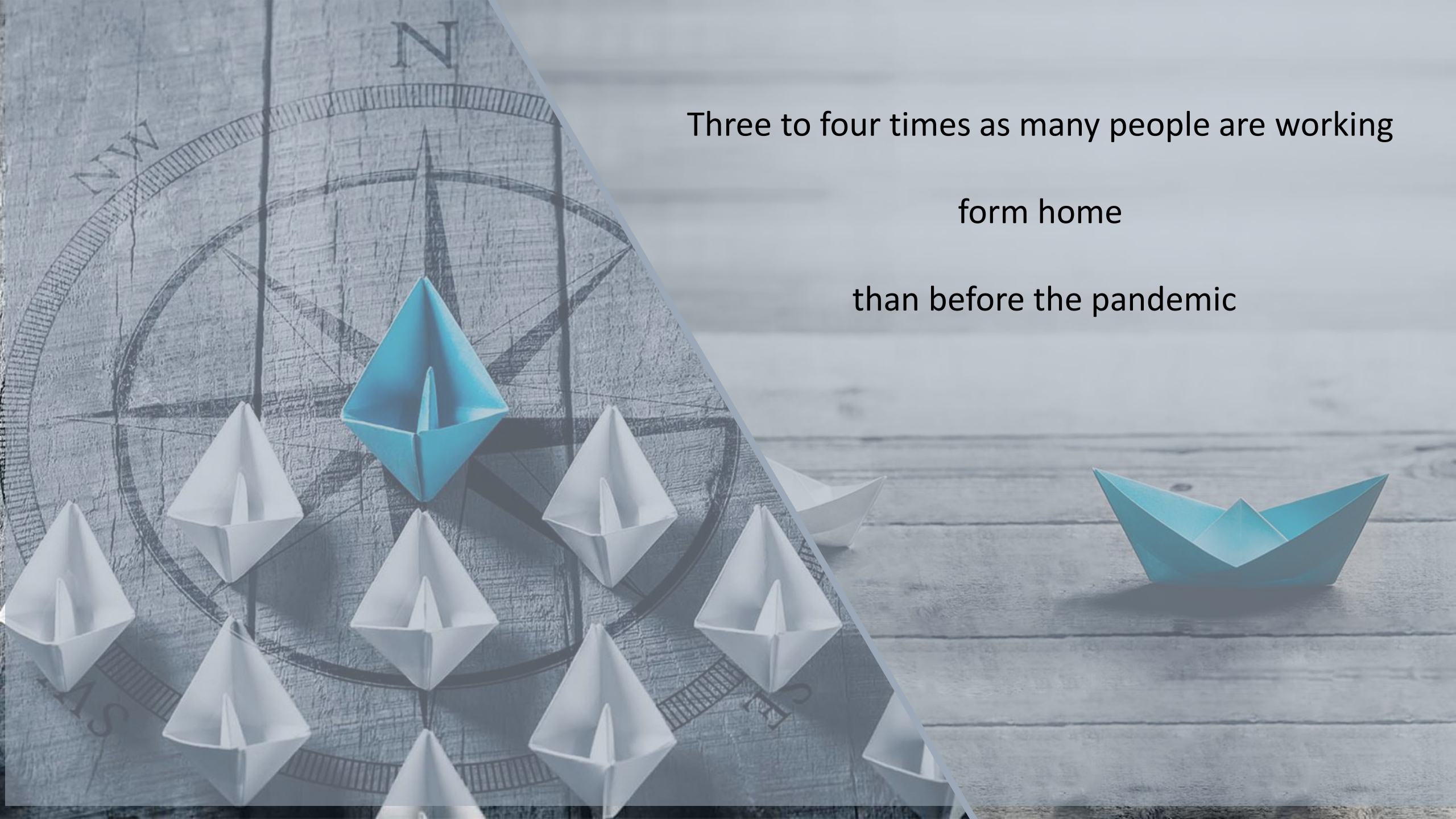
Economies are slowly reopening. Maybe we will go back to the old way pre-pandemic.

Do we still need to adapt to a remote workplace?

YES

NO

Three to four times as many people are working
from home
than before the pandemic



What are they
doing?

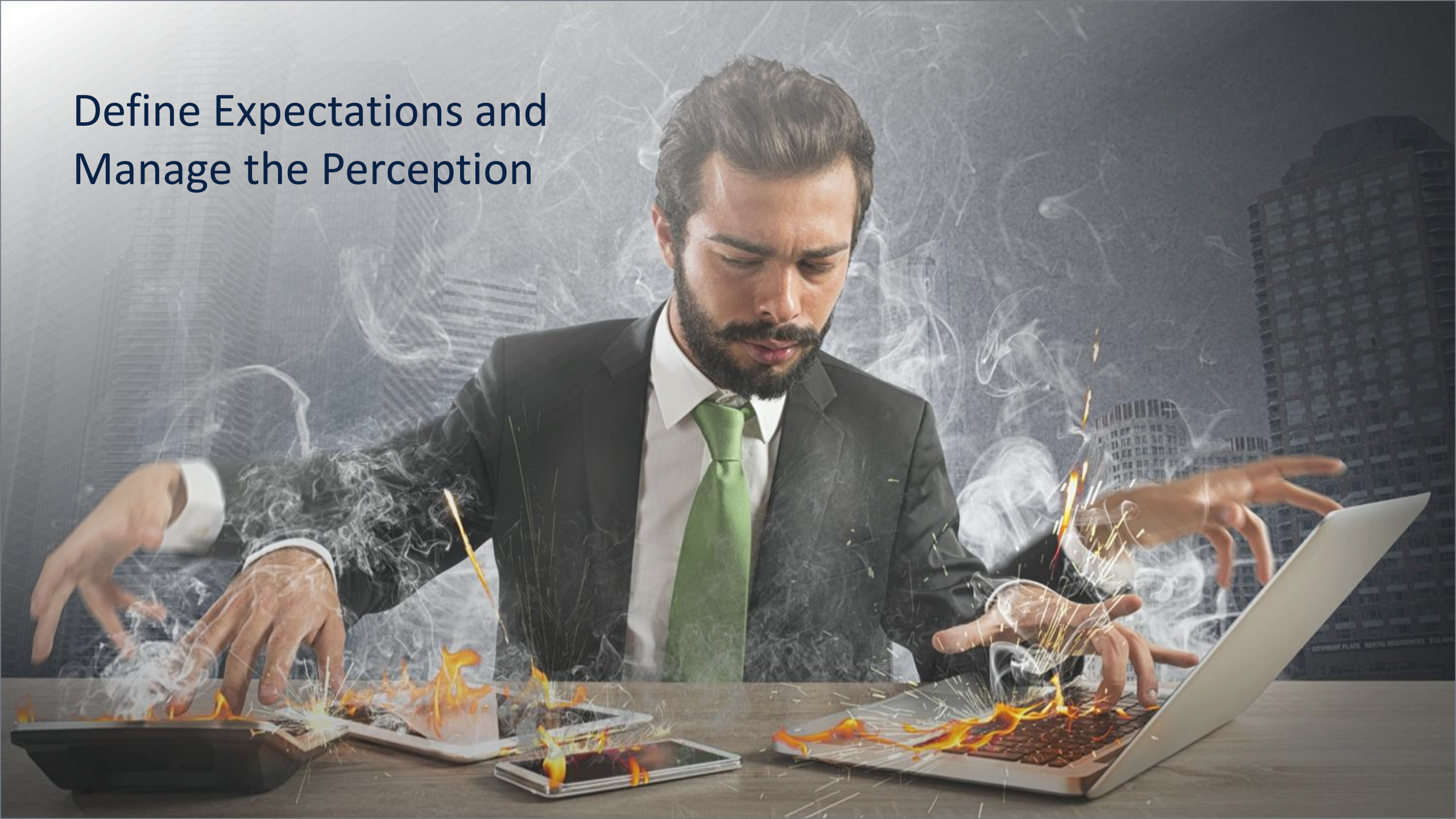
Are they working too
much?

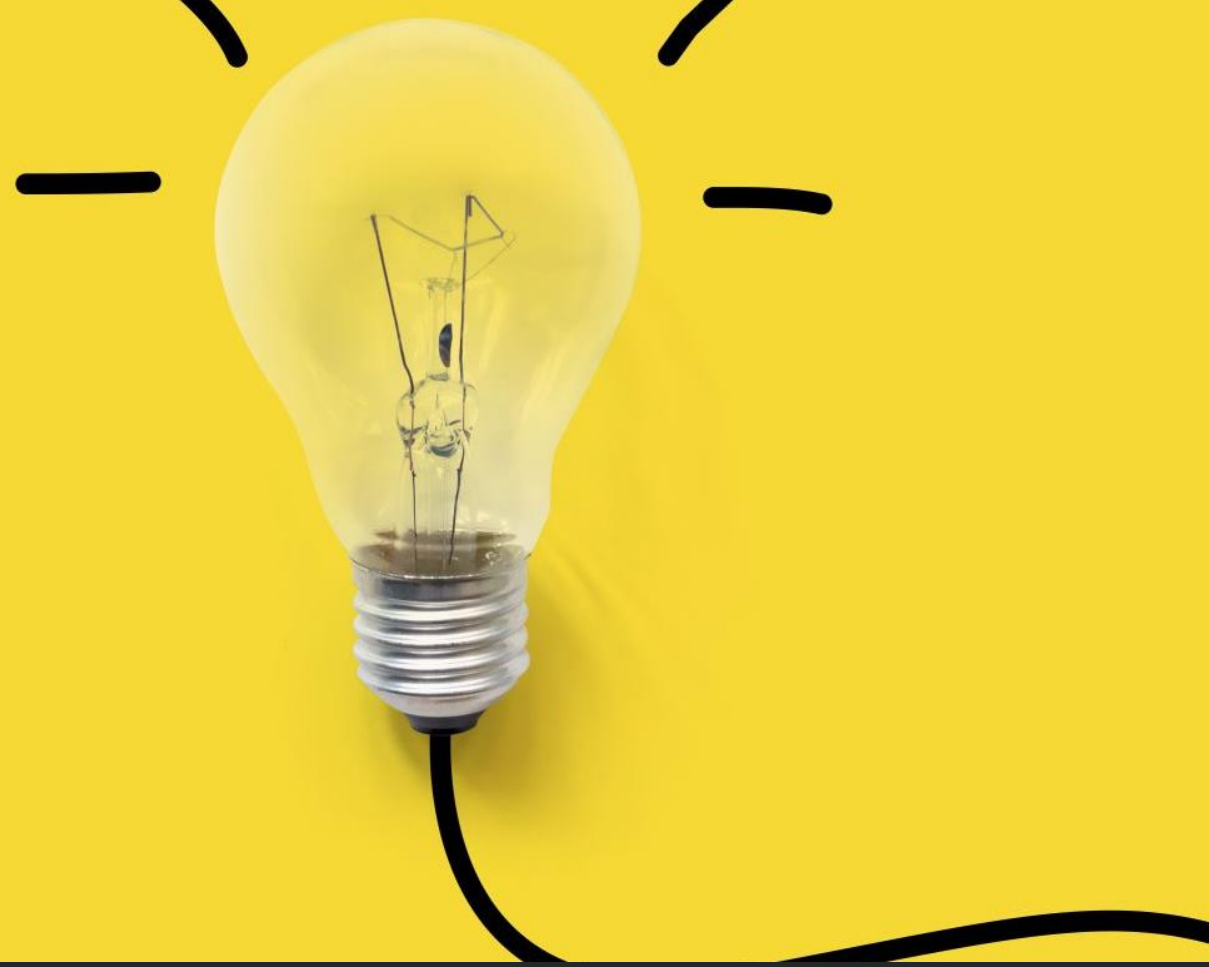
Are they
accomplishing
anything?

Are they distracted?

Leading Remotely - OUTCOMES

Define Expectations and Manage the Perception

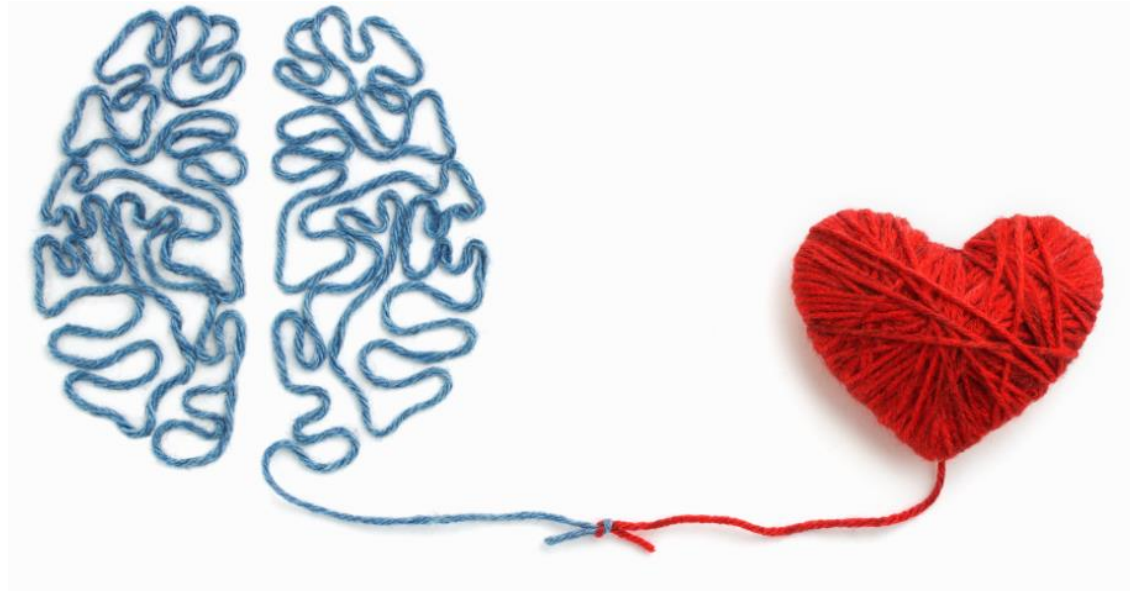




Never mistake activity for achievement

John Wooden, Hall of Fame Basketball Coach the same

Leading Remotely - OTHERS





The Golden Rule

Treat Others the Way YOU Want to be Treated

The Golden Suggestion



Lead others in the way that works best for them

“The greatest lesson you might ever learn in this life is this: it is not about you” Shannon L. Alder, Author

Engaging the Individual

One-on-one
meetings

Equal does not mean the same

- Adjust frequency, length, and mode of communication
- Combined ownership: Make it a priority
- Use the webcam




Engaging the Team

“The whole is greater than the sum of it’s parts”

Aristotle

Informal vs formal meetings:

- Formal: monthly/weekly team meets with agenda (Outcome)
- Informal: weekly/daily huddle meetings (Engage)
- Always use the webcam



Use Technology to Engage your Team

Two Types of Communication:

Asynchronous – allows you to get the
information when you need it

Synchronous - happens live. At the
same time for everyone

Asynchronous Tools

Rely on tools that don't require all parties to be present at the same time.



Video Recorded messages: allows us to add a visual component to your communication

Common file locations: SharePoint, GoogleDocs, MS Teams, allow a permanent, easily accessible and searchable, central warehouse for information

Email: Email is best used when:

You need greater scope: You have many people who need the same message at the same time

You need permanent record. Email is great for creating a permanent record of what has been communicated



Synchronous Tools

People can communicate live and in the moment, even if they are not in the same physical location

Video Chat and Web Cams:

TIP: Encourage the use of webcams, especially one-on-one

Seeing the people you are speaking with is valuable on three levels:


Improving Communication , Reducing isolation, Building Trust

Text Messaging and Instant Massaging

Proper tone and etiquette is important

Appropriate when the message is time sensitive





Synchronous Tools

Web meetings:

Important features:

Webcam

White board

Chat

Polling or surveying

File transfer

Key Take Aways



- Prioritize time with each team member – schedule meetings regularly
- EQUAL DOES NOT MEAN THE SAME. Follow the Golden Suggestion.
- Use a Webcam to have richer connection
- Establish expectations: use the right tools for different situations



Upcoming Webinars 2021

Up Next: 4/8/21 at 1:00 PM CST

Positive Pivoting—

5 Keys to Deal with Change in Multifamily
With Julie Doss & Pam Pederson

Register:

edge2learn.com

epmsonline.com



Questions?

From All of Us at Ellis and Edge2Learn

