

# Effective Management at a Distance



## How to Get the Best out of your Remote Team

# 1

### *Lead with Empathy*

Although many of us would hope that shifting to a work-from-home reality could maintain status quo, the reality is, this is not businesses as usual. Many of your employees may be just learning to balance their work lives with newfound roles as stay-at-home parents and teachers. Some may be experiencing financial difficulties, or increased anxiety. Employees will look to their leaders to guide with steadiness and understanding.

Deliverables, indeed, must be delivered on, and your employees still need to attend to their work, but wherever possible, and more than usual now is the time for sensitivity. Response times may be delayed, deadlines might have to be reassessed, and a leader who weathers this storm with patience retains the confidence and fidelity of their team.

# 2

### *Get to Know your Team*

Obviously, you know your team. In many cases, you might work closely with them every day, you might have even interviewed and hired them. Of course, you know their work, and you might even know their workplace habits, but managing a remote team can be an entirely different experience for both employees and employers, so when we say get to know your team, we mean scientifically.

In these unprecedented times, effective management can look different than it once did, and the best tool in your belt is insight. The Workplace Personality Inventory (WPI) is TalentLens' premier personality assessment. Now that you're managing remote workers, assessing your team offers invaluable information that can guide your management practices. Use WPI to identify your team's scores on the emotional scales for self-control, initiative, and independence. Once equipped with that information, you will have a much clearer picture on where to direct the bulk of your support. Knowledge is even more powerful at a distance.

# 3

### *Motivate from Afar*

So, you're managing with compassion, and having insight into your team's natural workplace inclinations, you've devised an equitable leadership strategy, but at the end of the day you're still responsible to ensure your employees are getting the work done. It is likely that your tried and true methods of motivation don't translate perfectly to the new state of being.

Wherever possible, choose video calls over phone calls to retain the sense of human contact. Try to assign straightforward assignments with several intervals for intervention and assessment, rather than overarching or ambiguous assignments. Get involved with feedback stages; the more advice at every step, the better. Everything may feel a different at first, but as you and your team adjust to the new parameters of your leadership, you can begin to expect the high-quality output to which you are accustomed.

But wait, there's more! Get even more advice for transitioning to remote work by tuning into our webinar on the topic on May 8th at 11:30 AM EST

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