



Remote leadership

People engagement and integration depend on the Leader ability to manage performance at a distance. What are the possible difficulties of Remote Leadership? How to succeed? Communication, coordination, team spirit and trust are the four elements we believe can make a difference.

The recent pandemic has forced all leaders to test their leadership skills at a distance. Since they could not interact with their employees in the same working space and/or during meetings in the same place, many Leaders had to measure themselves with the difficulty of leading from a distance. On top of this, many Leaders have experienced the difficulty to achieve own business goals in a very amid and complex market situations.

Webinar 2 hours

This first introductory Webinar focuses on some engagement and **communication** topics such as:

- ✓ The challenge of **coordinating** the activity of your employees, especially if they **work at home**.
- ✓ How to make the best use of e-mails and **video-conferences** without working “no-stop” through the day
- ✓ How to keep the **morale and productivity** of your employees high. Funny ways to “play” together from a distance.

Webinar 4 hours

The themes of the previous Webinar will be enriched by some **performance** themes listed below:

- ✓ How to keep an eye on the **performance of your employees** to make sure they deliver what expected.
- ✓ How to **redefine the workload** of your team members to achieve the new business goals without overloading them.
- ✓ How to create a new "**Team contract**" to achieve a higher level of Performance

Webinar 8 hours

The selection of the 8 hours webinar offers the possibility to invite your team members for 3-4 hours to reflect together on the topics listed below:

- ✓ **How are performing today** (strengths, weaknesses, opportunities and threats) in light of the new environment in which we operate?
- ✓ **Give and receive feedback**: how we are working together and what can we do differently to achieve a higher level of performance?
- ✓ **Do we need a new "Team Contract"?**
- ✓ **How can we maintain and increase the integration** between our team and other business teams in the new context in which we find ourselves?

It is foreseeable the possibility to organize a **follow-up Webinar** of 2 or 4 hours to check how the team improves through the time. A customized learning goals and agenda can be prepared on the basis of your business priorities. Please feel free to explore this possibility with the RISE UP trainer assigned to this program.

