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SNH



SMART ways to
manage
remote teams

INTRO

- Director
- Working Remotely for 17 years
- Managing Remotely for 15 years
- CORE BUSINESS – “Improving employee productivity”
- Wealth of experience working remotely, managing remotely and helping others to do so successfully

How did you respond when you got the news that you & your team would be Working From Home (WFH)?

Positives / Negatives

PURPOSE #1 - Maximise the positives & minimise the negatives so that WFH can be a productive & enjoyable experience

PURPOSE #2 - Help you decide how to CREATE A NEW PRESENCE ("Virtual presence")

BEHAVIOURS & HABITS

*When leading remotely,
"It's not the WHATS of leadership
that change but more the HOWS"*

The #1 piece of advice

“YOU NEED SOME STRUCTURE”

You need STRUCTURE to MANAGE YOURSELF* & STRUCTURE to MANAGE OTHERS

This webinar is **NOT about MANAGING YOURSELF*** it's about MANAGING OTHERS

(*there's a separate event for that contact joshuagoodison@snh.training for more details)

BULLET PROOF TIME

TEAM MEETINGS

“Use them sparingly”

- The **BRILLIANT..... to..... BORING** spectrum

IT'S YOUR DECISION

- Should we have weekly team meetings? Perhaps
- What about daily? - Perhaps - Daily 10min team huddles can work brilliantly

“But our advice is to discuss this with your team to understand what they want / need”

OFTEN *“LESS IS MORE”*

Organise VIRTUAL TEAM BREAKS or LUNCHES

If you want this to happen
lead by EXAMPLE



COMMUNICATION – Set simple ground rules

POOR COMMUNICATION CAN BE THE DEATH OF PRODUCTIVITY

CALENDARS

EMAILS & MESSAGING

CREATE A CHARTER

“MONTHLY”

121s

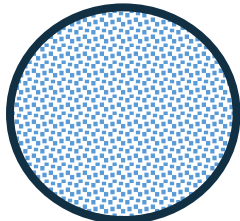
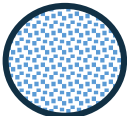

- No longer than 4 weeks apart / Same agenda each time / Ideally same time each month

NB - If you combine your performance reviews with your 121s then punctuate them with a 10-15min break

Performance reviews = TASK INDIVIDUAL TEAM

121s = INDIVIDUAL TEAM TASK

STRUCTURE for managing remotely

	TASK	INDIVIDUAL	TEAM
DAILY AD HOC			
START WEEKLY END	CHECK CATCH CHECK	INS UPS OUTS	WEEKLY TEAM UPDATE + 'BULLET PROOF' Time
MONTHLY	PERFORMANCE REVIEW	121 + TEAM MEETING	TEAM MEETING + 121

NEXT STEPS



- If you've enjoyed it....
- Email any questions to neilmassa@snh.training
- Your Feedback
- Quick Start Guide
- Any questions?



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