

Remote but Not Removed: Building Strong and Unified Teams in a Virtual or Distributed Setting

City of Madison 6/23/22

Myths & Realities of Remote or Distributed Teams

Myths

- Remote work stifles creativity and innovation
- You can't foster meaningful connections remotely
- You can't lead teams that are distributed
- You can't advance in your career as a remote employee
- Remote employees are less productive

Realities

- Being in the office can limit our creativity
- With the right tools, collaboration can be very successful
- Strong relationships are possible, and we can cast a wider net
- With the right leadership style and tools, people can be well managed
- You have more autonomy with remote work

Remote Work Challenges

Distractions

- Create boundaries
- Clarity expectations

Social Isolation

- Support work-life balance
- Create connections

Limited Access to Information

- Maintain transparency
- Overcommunicate with IT tools

Increased Silos

- Invite communication
- Remove obstacles

Lack of Face-to-Face Supervision

- Measure outcomes
- Structure impactful check-ins

Types of Feedback

- Assessment
- Acknowledgement
- Mentoring
- Coaching

Suggested Learning Resources

How to do Hybrid Right by Linda Gratton: <https://hbr.org/2021/05/how-to-do-hybrid-right>

Radical Candor – The Surprising Secret to Being a Good Boss:
<https://www.youtube.com/watch?v=4yODaLLQ2IM>