




### Workshop overview







As flexible working arrangements have accelerated exponentially over the last 12 months, and workforce dispersion has become increasingly common, the need for expert remote leaders & managers has become vital to most organisations.

To this end, it is vital that your leaders and indeed, individual contributors adapt to the new working arrangements as quickly and easily as possible. There are three overarching considerations:

-  **Establishing and maintaining behavioural guidelines for remote working**
-  **The critical role that effective communication plays in delivering motivated and productive, agile workers**
-  **The nature of leadership that has a positive impact on remote working**

The session outputs are outlined below and reflect these three considerations, guiding leaders towards those specific practices that will suit their team(s) the most. We also fully recognise the diversity within and across teams in many organisations and have therefore developed the session to not only recognise this but actively embrace it.

### By the end of this workshop, participants will be able to:

-  Recognise the different employee types and how they tend to behave in remote working environments
-  Establish and maintain behavioural guidelines for remote working (e.g. expectations in terms of availability, monitoring levels, response times etc.)
-  Manage performance effectively by the appropriate use of 1:1's and goal setting
-  Understand and implement the appropriate leadership styles that have a positive impact on remote working
-  Deliver remote feedback confidently
-  Recognise and act on any potential negative impacts of remote working e.g. Burnout, stress etc\*

\*This is more about raising awareness. In the time available, it will not be possible to explore solutions in detail.

