



Remote Team Management

Wednesday, November 3rd



Purpose of Session

- Discuss typical challenges we are facing
- Identify good practices for running our business and caring for our people
- Discuss next steps to share good practices



Typical Challenges

- Unplugging After Work / Working Too Much
- Too Many Calls / Meetings
- Time Zone / Work Hours
- Social Isolation / Loneliness
- Collaborating / Communication
- Maintaining Culture / Quality
- Technology Issues
- Onboarding Issues (especially early career)
- Motivating Team (especially when work is slow)
- Distractions
- Macro/Micromanagement



Which of these do you think contributes most of a challenge to your team?

Unplugging After Work /
Working Too Much

Time Zone / Work Hours

Social Isolation / Loneliness

Collaborating / Communication

Technology Issues

Onboarding Issues (Especially
Early Career)

Remote Management: How do you feel your team's supervision is working?

Too Much Micromanagement
(Hands-On)

Too Much Macromanagement
(Hands-Off)

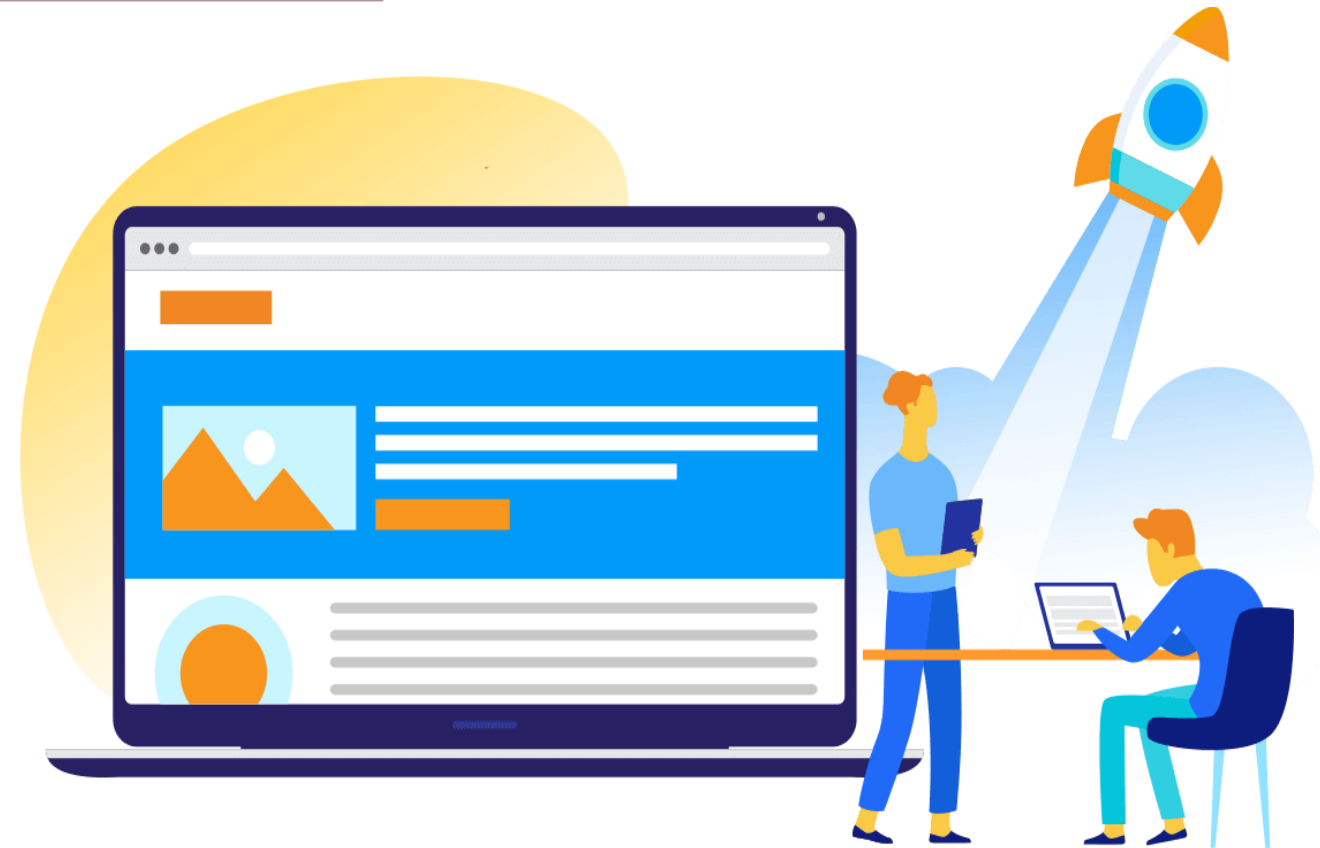
Equal Balance/Getting it
Right!

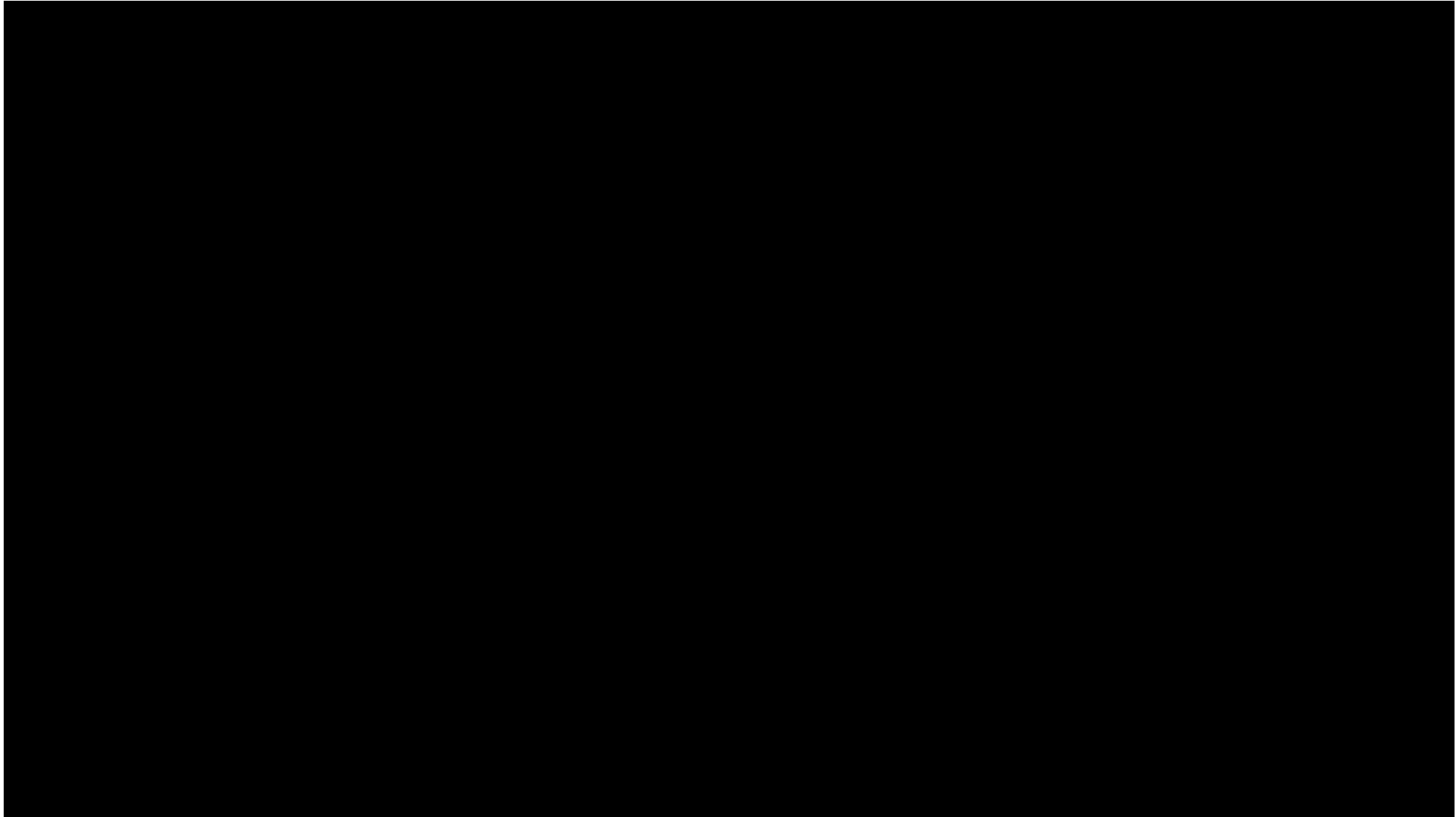
Best Practices – Running the Business and Caring for our People



Best Practices: Running Our Business

- Core Hours
- Enhanced Communication
- Establishing Expectations
 - Meeting Expectations (Mute/Unmute)
- Understanding Priorities
 - Task Lists
 - Plan Of The Day Meetings
 - Buddies/Contacts for Younger Staff





Which of these are your groups doing?

Daily “Plan of the Day”
Type Meeting

Daily/Weekly Task List
(who is working on what)

Both a Plan of the Day and
Daily/Weekly Task List

Neither a Plan of the Day
and Daily/Weekly Task List

Best Practices: Caring For Our People

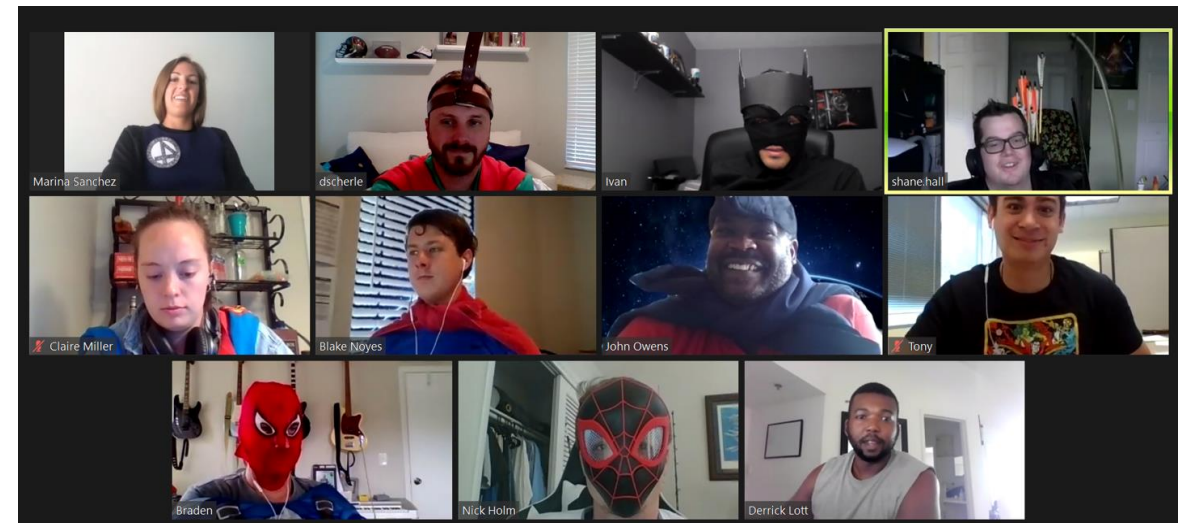
- Culture of Shutting It Off Without Guilt
- Teambuilders/Virtual Social Outings
- One-on-One Interactions
- Stress Reducers
- Motivators



Best Practices: Caring For Our People



Team Recognition Outings!



- ***Group Spirit Weeks!***
- ***Coffee Time!***

Have you conducted any teambuilder activities with your group while working remotely?

Never

1-2 Times

We do these monthly

We do these more frequently than monthly

Final Thoughts/Quotes on a Distributed Workforce*

*Matt Mullenweg The Way We Work - Ted Talk. Jan, 2019

- *“Distributed workforce ideal for technology companies”* what do we think about this model for our company?
- Some key elements to successful distributed working:
 - Document everything
 - Find the right tools
 - Enable the flexibility
- As of beginning 2019 (pre-COVID-19):
 - *“just a few companies distributed first;”*
 - *“fast forward 1-2 decades 90% of companies changing the world will function this way;”*
 - *“They will evolve to be distributed first, or they'll be replaced by those that are.”*
- ENERCON focused on learning lessons from COVID working experience to evolve and grow stronger.



**THANK
YOU!**

