# Harnessing a Remote Team

We are all in it together and together we are stronger. Now more than ever, it's time for teams to pull together, to collaborate, value each other's strengths, contribution and the unique value each person brings to your team. In this webinar we explored 5 ways to optimise remote team performance, plus tools and strategies to:

- Create connection, trust and belonging
- Know your team purpose and motivation
- Understand how to work well together
- Hold each other mutually accountable, agreeing actions to move forward.

Create Connection

WHY
Know your purpose & motivation

HOW
Understand HOW to work together

WHAT
Agree actions to move forward
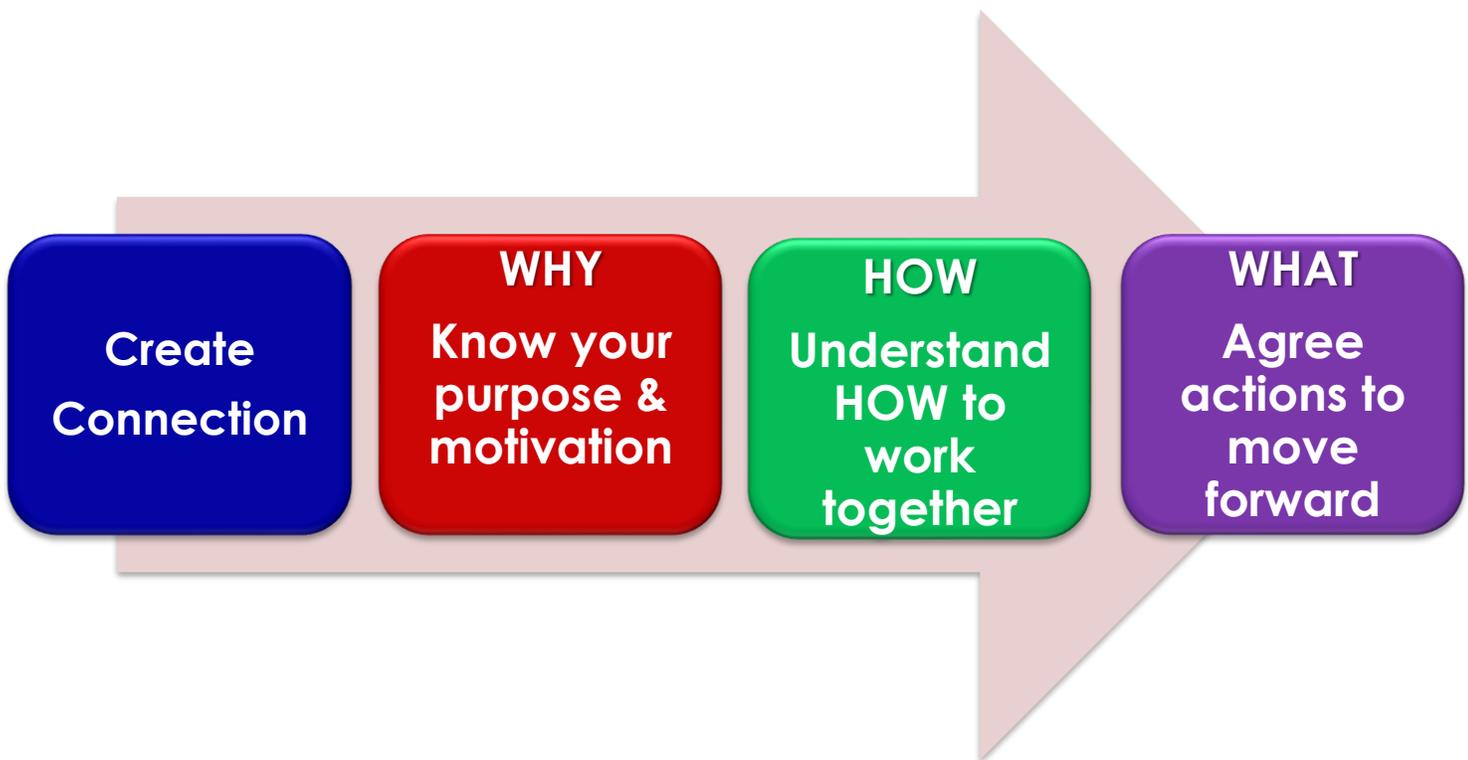
Connection and Belonging

When team members are working together remotely, the appropriate level, frequency and quality of connection is key. 6 elements to consider are:
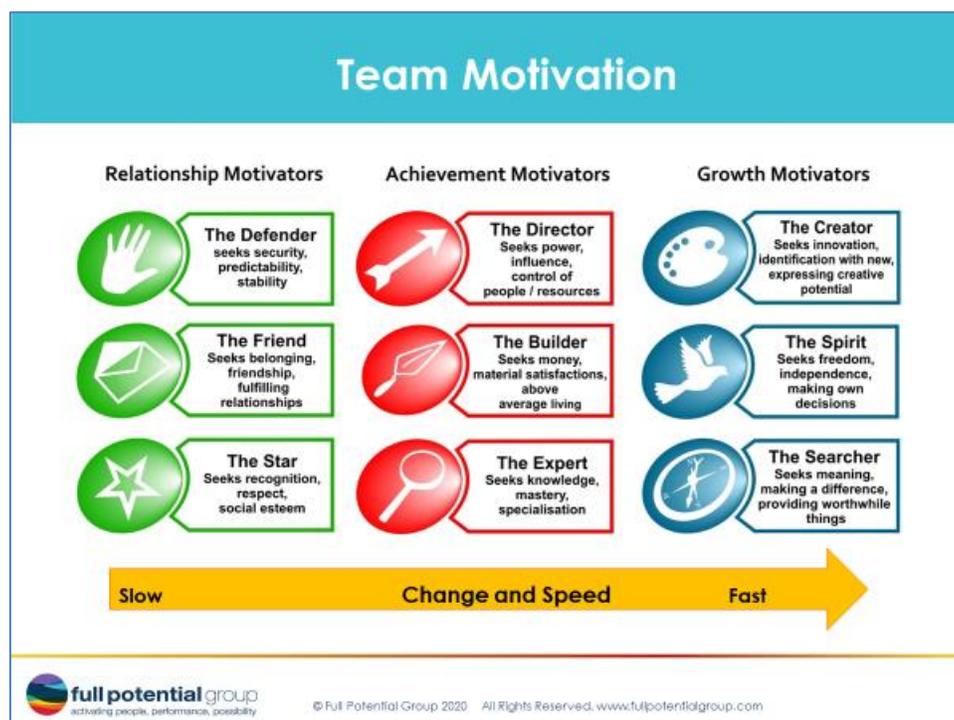
1. Trust and transparency in the team
2. Regular check-ins
3. Being empathetic and embracing our 'humanness'
4. Defining and delivering against your team purpose
5. Inclusivity, valuing each team member's strengths and contributions
6. Visualising the good times ahead, co-creating now, ready to embrace a new team future.

Team Purpose and Motivation

Revisiting your team purpose is important when everyone is working remotely. Galvanising the team around a refreshed vision and purpose provides the energy, drive and 'why' to keep going, even if the going gets tough. Your purpose (why you exist) may need modifying or articulating even more clearly.

Aligned to team purpose are the motivational drivers of the team. What gets the team out of bed in the morning? What gives everyone the energy and fuel to deliver the purpose.

Team Motivation

Relationship Motivators	Achievement Motivators	Growth Motivators
The Defender seeks security, predictability, stability	**The Director** Seeks power, influence, control of people / resources	**The Creator** Seeks innovation, identification with new, expressing creative potential
The Friend Seeks belonging, friendship, fulfilling relationships	**The Builder** Seeks money, material satisfactions, above average living	**The Spirit** Seeks freedom, independence, making own decisions
The Star Seeks recognition, respect, social esteem	**The Expert** Seeks knowledge, mastery, specialisation	**The Searcher** Seeks meaning, making a difference, providing worthwhile things

Slow   **Change and Speed**   Fast

Motivating Team Members During a Crisis (Kate Turner, author of CREATE Motivation!)

FRIEND	• Involve them in virtual team building activities e.g. bake-ff, Friday drinks etc. • Reinforce the value of relationships, help them develop new networks and contacts • Reassure them they are not working on their own – they are part of a bigger team • Provide opportunities to express fears
DEFENDER	• Review their long-term plans and put steps in place to bring it about • Provide reassurance, prioritise building and maintaining trust • Re-confirm job role and expectations, Be honest – no false promises
STAR	• Remind them of their successes and get them to talk about them • Let them take the lead in celebrating successes • Provide them with opportunities where they can have a higher profile • Make sure they are still in contact with people they gain esteem from

BUILDER	• Focus them on what the competition is doing and ask them to find ways to beat them • Give them up to date feedback on how well they are performing against targets/others • Revisit targets, break goals down into steps, celebrate wins big and small
EXPERT	• Have online mentoring sessions, continue with development plans • Encourage them to take advantage of different working pattern to focus on learning • Charge them with sharing their lessons learned on remote working, with the team online
DIRECTOR	• Allow them to take control of some projects (with appropriate supervision) • Give authority with boundaries • Encourage them to keep networking with key contacts to build/maintain level of influence • Give them a role at team meetings to report on what has been achieved

CREATOR	• Involve them in think-tanks and work groups and ask them to share new ideas regularly • Give permission to spend more time playing with ideas • Have virtual meetings which are purely about creating ideas/exploring possibilities and not task focused. • Allow them to be the optimistic voice of the team in virtual meetings
SPIRIT	• Help them prioritise, look for ways to remove any administrative burden they may have • Draw attention to the amount of freedom and autonomy remote working provides • Encourage them to think about how they can bring others with them (to avoid 'out of sight out of mind' mentality) • Allow them to flex their working hours to suit them
SEARCHER	• Hold an online team meeting which aligns individual and team objectives with the difference this will make to the company and beyond • Regularly have discussions with the individual about the impact they are having • Remove any unnecessary bureaucracy from the role and provide regular feedback • Communicate company-wide decisions regularly.

Understand HOW to Work Together as a Remote Team

Whilst acknowledging that every team member is different, has different personality preferences and ways of working, agreeing mutually agreed ways of working together remotely is extremely important. If you have not already done so, you might want to diarise a virtual team session to agree your **team guiding principles and ways of working.**

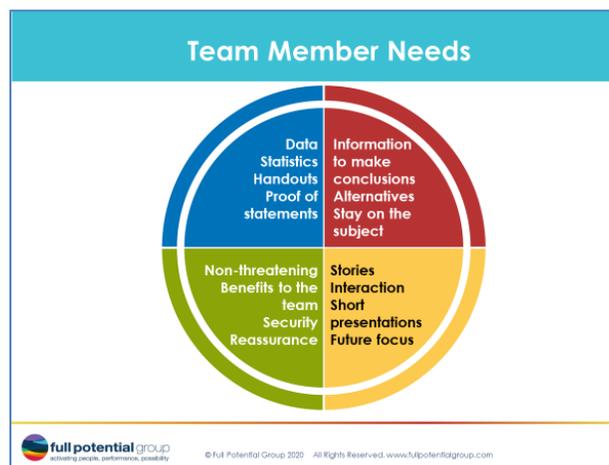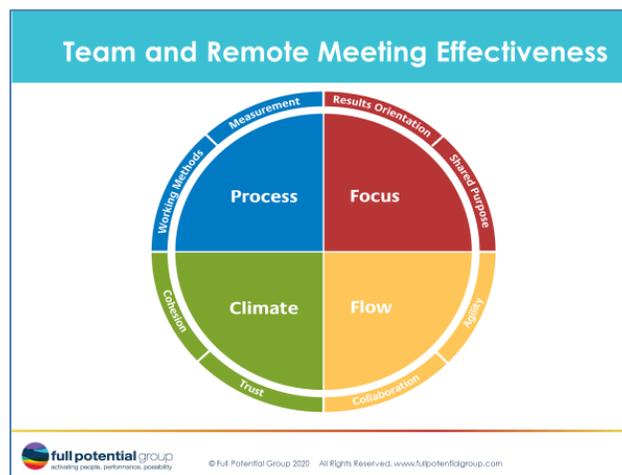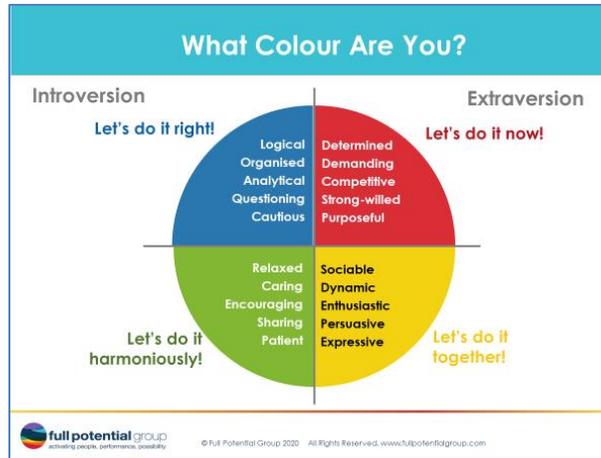**What 5 behaviours are you collectively signing up to as a remote team?**

Leader's Questions

1. **What do I need to know about my team members to ensure I can support them during this period?**

2. **How can I adapt my leadership style to harness the power of this remote team?**

3. **What do I expect from this team?**

4. **How can I create the best climate for this team to thrive?**

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Team Questions

1. **What do we want most from our leader at this time?**

2. **How do we need to adapt to work as a collaborative team?**

3. **What don't we know, but would like to know?**

4. **What does our leader need to know about us as a team?**

5. **What breakthroughs do we want as a team?**

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Embrace Personality Types on Your Team

Delivering as a Team in 2020/21