Long Distance Leadership

Best Practices and Lessons Learned
The Workforce Trend – What’s Happening?

- Geographically dispersed as a result of the following:
  - High cost of office space
  - Environmental benefits
  - Automation
  - Technology
Remote Teams

Teams at different offices, field staff, and staff/teams that telecommute (on a routine schedule or for a few days here and there)

- 70% of managers have at least one staff member in a different location
- Regular work-at-home has grown by 140% since 2005, nearly 10x faster than the rest of the workforce or the self-employed. (Census/ACS data @ June 2018)
- 4.3 million employees (3.2% of the workforce) now work from home at least half the time. (Census/ACS data @ June 2018)
The Benefits

- Happy Employees
- Recruit the Best
- Easy Expansion
- Boost Productivity
- Stimulate Creativity
The Issues

- Building Trust
- Coaching
- Showing Appreciation
- Managing Performance
- Communication
- Isolation
Best Practices

• “Leadership First, Location Second”
  • Principles of leadership have not changed
  • ABCs – “Always Be Coaching”
• Set expectations up front
• Identify ways to communicate
• Check in often and get feedback
• Learn how to lead virtual meetings effectively
• Share accomplishments
• Periodically get all teams together