Work from Home Success: TEAM LEADERSHIP PRACTICES
BIG IDEA 1

Leadership is a matter of how to be, not how to do.
People will do what you do, repeat what you say, and amplify it.
Great leaders create the conditions in which others can thrive.
Why Leadership Matters

How To Lead

What To Do
Why Leadership Matters

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What To Do
Why Leadership Matters
I am overwhelmed.

How am I going to take care of everyone’s needs at home and work?

Does anyone know I am here?

Why is everyone so busy? I don’t have that much to do.

What if this lasts until the end of the year?

Does this project still matter anymore?
Honest

Forward-Looking

Inspiring

Competent
Show Up Well

Reaffirm your role as leader and manager . . .
- ≠ “in charge”
- Manage your emotions
- Take care of yourself
- Share your intent
- People need you to:
  1. Trust them
  2. Provide stability
  3. Demonstrate compassion
  4. Offer hope
How To Lead

What To Do

Gain Understanding

Get clear about your team’s working conditions . . .

- What’s their workspace like?
- With family or alone?
- Are they taking care of kids or parents?
- Do they have the resources they need for work and for life?
- Do they have a support system?
As the conditions have changed, greater flexibility is required. . .

- "Office" hours?
- Availability
- Mental health breaks
- Projects and priorities – what does success look like right now
- Communications technologies
How To Lead

What To Do

Messages matter . . .

- Over communicate – especially with specific directions
- Frequency over length
- Optimistic – hope, possibilities, assurance
- This is a “season”
- You and the entire leadership team is there to help – they are not alone
Engage the Team

How To Lead

What To Do

Help people feel connected to the work and to each other. . .

- Connection > Context > Content
- Schedule both team meetings and one-on-ones
- Team: Mission, Vision, Adaptability, Check-ins
- 1:1: Heart before Head, current work and priorities, future work, learning
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