

APPRECIATIVE STRATEGIES

Managing Remote Work Teams

Dennis E. Gilbert
dennis@AppreciativeStrategies.com

© Copyright Appreciative Strategies, LLC 2020. Appreciative Strategies®

Session Objectives

Three Objectives...

1. Consider the differences between conventional and remote supervision.
2. Explore how metrics, expectations, and perceptions drive work flow and accomplishments.
3. Discover ways to help team members navigate solitude, gain more inspiration, and stay motivated.

2

1. Reduced Interactions

5 Key Challenges for Remote Environments













		Conventional	WFH (Work From Home)
Communication		Communication often oral	Communication often written
		Communication often at-will	Communication often scheduled
		Physical presence dependent	Technology dependent
Accountability		Conversations more casual	Conversations must be concise
		Job tasks closely monitored	Job tasks unsupervised
		Work revisions – reactive	Work revisions - proactive
Trust		Step-by-step task management	Project management
		Manager / Supervisor advises	Self-managed
		Dependent on face-to-face	Dependent on trust
Respect		Schedule – often rigid	Schedule – more flexible
		Forced / Ego challenged / Reactive	Earned / Built / Proactive
		Respect sometimes given	Respect required
Patience		Patience sometimes marginal	Extra patience required
		Value connected to "busy"	Value connected to completed tasks














































