

# Leading Remote Teams in a Post-Pandemic World

How well-intentioned mistakes could be undermining your team's long-term performance



As we enter a new world where remote working will be the norm, an evolved leadership will be crucial. However, research reveals two key failures of team leadership:

## 1 Managing not leading

Our research in partnership with the London School of Economics revealed a tendency for remote teams to neglect the personal and strategic dimensions in favour of a transactional and task focus. When we work remotely it's easy to fall into the trap of working through task checklists. In fact the majority of team collaboration platforms funnel our organising behaviours right into this outcome. It even feels efficient to save 'chatting time' and get straight down to business. But connection is crucial for collaboration and innovation in your team.

## 2 Individuals not teams

In the future, more than ever, the key component of business delivery, is the team. Collaboration and diversity will yield the strategic vision and innovation that the world needs. Yet businesses too often focus on organisational strategies cascaded to individual performance metrics and miss out team objectives and rewards completely. Our 2019 study tour of Silicon Valley revealed isolated and burnt out managers competing inside organisations rather than collaborating together.



## What's the solution?

Here's some simple pointers to get your team roaring out of the blocks post-pandemic:

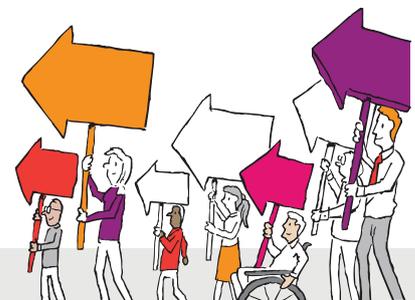
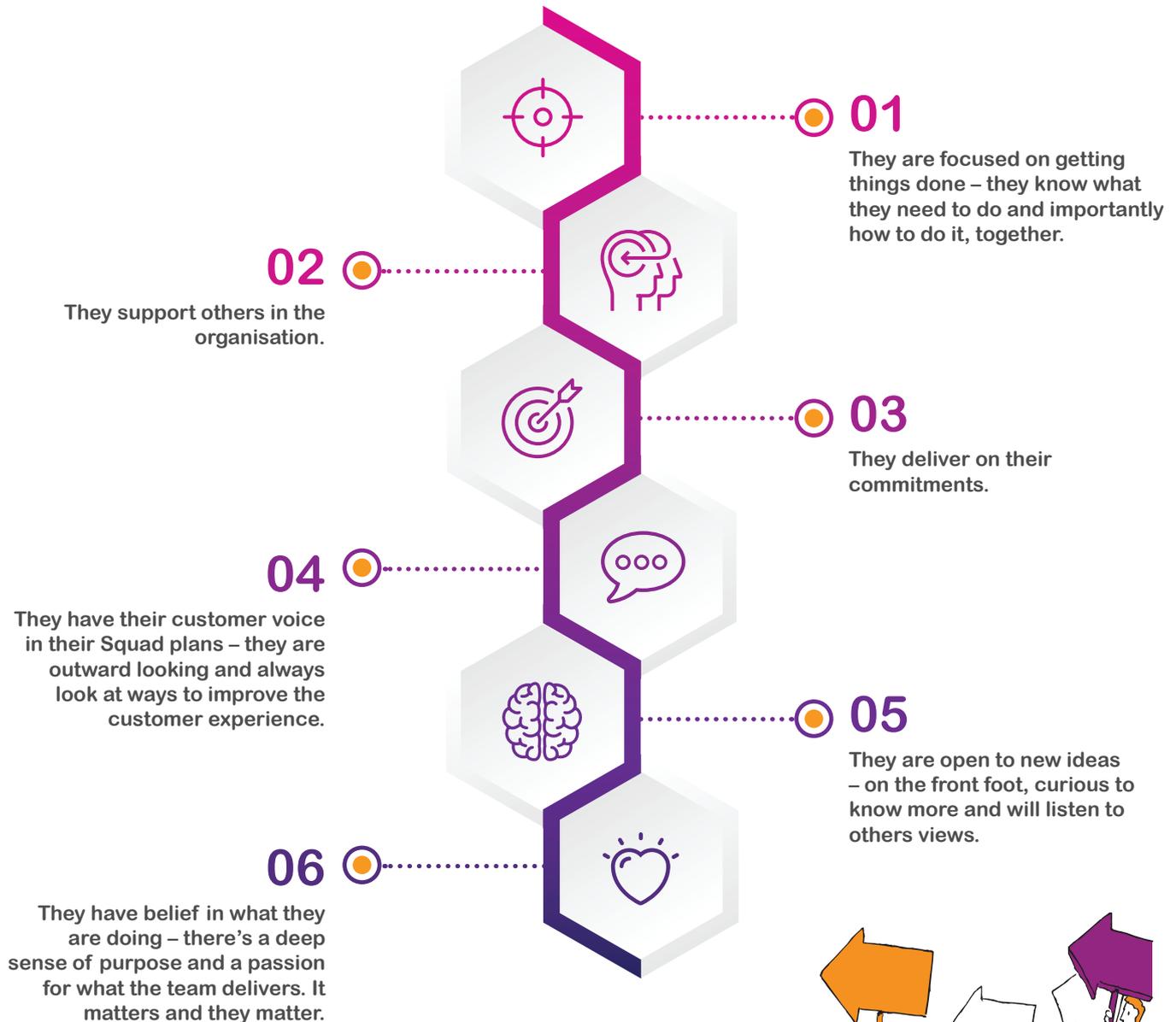


## Leading YOUR team

It's not about other teams, it's about **YOUR** team!

Your people are unique, so what you do together makes your team unique, and hearing their collective voice is essential. By gathering insights from your team while it both evolves and works in changing conditions, you establish the best starting point to develop your own solutions to drive performance. That's smart.

Here's what your contemporaries – 2,000 Squadify users – say that they do best in their high performing teams:



## What is Squadify?

Squadify is a high performance team platform designed to assess your team's view of how they operate together. Simple, practical and user-friendly while also fully researched by the London School of Economics.

High level 'intelligent' insights are supplemented with a series of detailed reports and audios with development suggestions.

Squadify can be relaunched multiple times to track your team's progress over a year. Visit [www.squadify.net](http://www.squadify.net) for more details.

## What next?

It's easy to blame busyness for not leading change. Recent times have given us longer than normal to pause for thought and make some conscious choices about the way we lead our teams to seize the opportunities ahead. Not choosing will become a bigger peril.

The key for leaders now is to create a **STAR** Team, one that is **S**trongly connected, **T**ransformational, **A**wesome, **R**emote-enabled.

### Here's three ways to make teamwork work:

**STEP 1**

#### Take this short test to diagnose your remote team's health rating

Give yourself a score 1, 2, 3 for each of these ten questions then add them up for a total score.

Question	Score 1 = not at all 2 = getting there 3 = I've got this
1. My team has a clear and compelling goal that we all believe in	
2. All team members have clear roles and measures of success	
3. Our team has effective processes for running the team and getting things done	
4. We are careful to protect each other's personal time and work asynchronously	
5. As team leader I have regular 1-on-1 time with each team member	
6. We leverage technology to collaborate and share information and ideas	
7. We invest time in developing personal relationships	
8. We develop ourselves and our team through constructive feedback	
9. We recognise strengths of individual team members and align work to them	
10. Each team member takes personal accountability for their contribution to the team outcome	
<b>TOTAL</b>	

**HOW DID YOU DO?**

#### Score 24-30

You're a great remote team leader: go you!

#### Score 17-23

You've made a good start but you've got work to do: see Step 2 below

#### Score 10-16

OK this is bigger than you: sounds like a system issue See step 3 below

**STEP 2**

#### Understand your team and determine the key areas of focus to improve their performance

- Launch your own Squadify at [www.squadify.net](http://www.squadify.net)

**STEP 3**

#### Join the STAR Team Program

- This virtual high impact program will provide your team the data and the solutions that will be just the right fit for your team. Three simple stages over 4-6 weeks.
- Complete YOUR team Squadify to get your team's data at [www.squadify.net](http://www.squadify.net)
- Full team 90 min debrief
- 3 x 90 min virtual sessions on how to develop your team's Conditions for Success; **Clarity**, **Climate** and **Competence**
- Contact LIW at [info@liw3.com](mailto:info@liw3.com) for more information

### Who is LIW?

Founded in 1995, LIW is a leadership consultancy with a track record of delivering high-impact leadership programs on a global scale. In 2016, 2017, 2018 and 2019 our programs were recognised with awards from the European Foundation for Management Development (EFMD), LEAD (North America), the Australian Institute of Training and Development (AITD) and the Australian HR Institute (AHRI).

Our experienced team of more than seventy leadership consultants, facilitators and coaches is accredited to deliver our programs virtually or face to face and in a unique manner which maximises participant engagement and retention.

Contact [info@liw3.com](mailto:info@liw3.com) for further information or for a consultant to speak with you.