SUCCESSFULLY
LEADING
REMOTE TEAMS

TRUST

Lead from the front
Show Vulnerability &
Authenticity
Foster a Culture of Positive
Intent

CONNECTION

Encourage Collaboration & Team Rituals
Share Power
Communicate Clearly & Succinctly
Use a Range of Communication Styles
Listen Actively & Empathetically

ACCOUNTABILITY

Promote Autonomy
Measure Outputs
Clarity of Expectations
Show Appreciation
Recognise Contributions

Conscious Potential Ltd
Creating space to develop potential

How to Successfully Lead Remote Teams
Using CliftonStrengths®

In our recent 'How to Successfully Lead Remote Teams' articles, we introduced you to the 3 core elements: Trust, Connection and Accountability.

In this next series of articles we will be exploring how to use some of the existing tools you have in your toolkit. The next tool we will be looking at is CliftonStrengths®
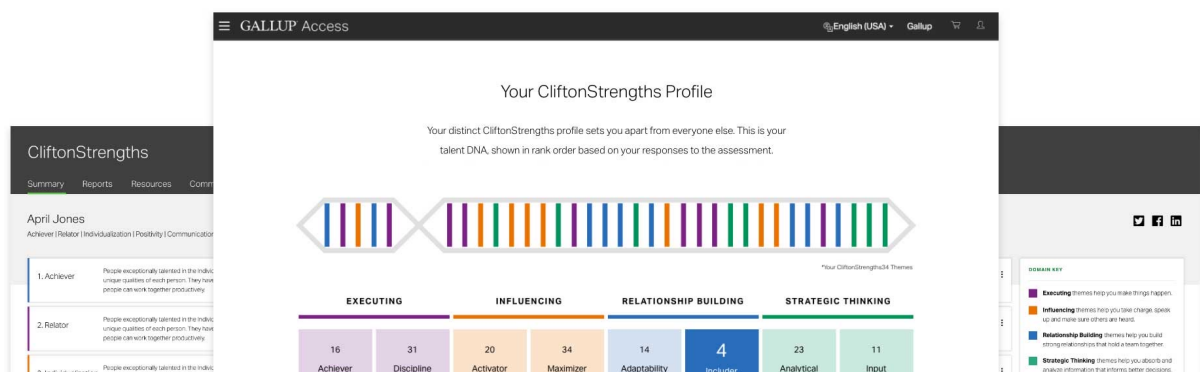
"There is no more effective way to empower people than to see each person in terms of his or her strengths."

Quote: Don Clifton

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Don Clifton's strengths-based approach to management and leadership powers the greatest teams in the world's most successful organizations every day.

They know that the CliftonStrengths® assessment is essential for empowering people to set and achieve their goals and accomplish great things.

People who know and use their CliftonStrengths® are:

- 6 x as likely to be engaged at work
- 7.8% more productive in their role
- 3 x as likely to have an excellent quality of life
- 6 x as likely to do what they do best every day

How can CliftonStrengths® support you as a leader to successfully lead your remote team?

The remote work environment as we know presents a potential challenge in not being able to physically see your team every day and therefore understand how they are performing.

One of our remote leadership fundamentals is Trust, with Trust we can avoid micro-managing to allow autonomy, empowerment and increase productivity.

So do you trust your team right now?

Take a moment to consider …

• Who do you trust in the team right now and why?

• Those you are not trusting right now, why is this? what's happened?

• How involved are you with those you are not trusting? What do you want to regain?

One area to explore when building or rebuilding trust is 'Intrinsic Motivation'. By looking at individuals intrinsic motivations we begin to understand what drives and fires them. We can do this easily by studying past performance using a Strengths based approach.

Overleaf you will find a suggested activity to study past performance using a Strengths based approach.

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Studying Past Performance

Use this short exercise to understand the teams past performance. This will then help you to understand more about the Strengths and Intrinsic Motivations of the team.

From your perspective reflect and capture:

- "What past accomplishments have proven team's ability to depend on each other when it counts to complete a project?”

- "Who was involved and what was their role?”

- "How were expectations communicated?”

- "How was the work completed -- via email, phone, video conference, or in meetings here at the office?”

- "How were people assigned to their functions? What was the criteria?”

- "How was success measured? How was it communicated back to the employees?”

- "Where did the emotional highs come from?”

Then go out to the team and gather their success stories!

How to Successfully Lead Remote Teams
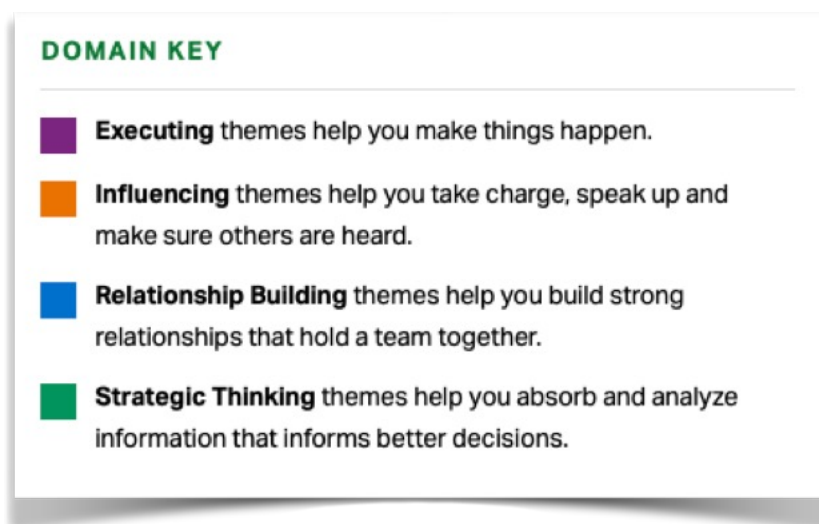# Using CliftonStrengths®

Now you have some clarity of the Strengths, how can you leverage them?

A good place to start is to consider the last year, Yes, the Covid-19 crisis and how the team has coped. It's at times of disruption and even crisis that we can learn a huge amount about ourselves.

Take a moment to consider …

• What has worked well for the team? i.e. what Strengths have you pulled on?

• What has not worked so well for the team? i.e. what strengths could you have pulled on more?

You can use the Strengths Domains to help you do this easily as well as looking at the Top 5 of your Team Grid.

DOMAIN KEY

- **Executing** themes help you make things happen.

- **Influencing** themes help you take charge, speak up and make sure others are heard.

- **Relationship Building** themes help you build strong relationships that hold a team together.

- **Strategic Thinking** themes help you absorb and analyze information that informs better decisions.

If you are not sure, why not get the team involved and run a short 'team conversation' exercise to gather their thoughts and opinions on how things have gone and how they feel they are performing.

This can provide valuable insights as well as challenging your own perception of how the team is performing.

Want to learn more about our offerings?

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In our recent 'How to Successfully Lead Remote Teams' articles, we introduced you to the 3 core elements: Trust, Connection and Accountability.

In today's article we will be looking at how to use CliftonStrengths® to promote your best day at work for you and the team as well as how to improve teamwork.
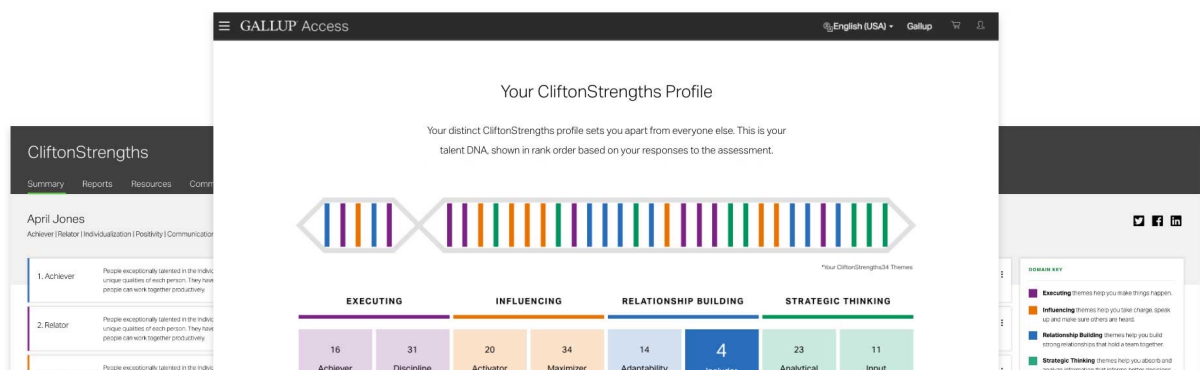
Is today your best day at work?

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When was the last time you felt you had a great day at work? Was it today?, yesterday? Or not so sure?

In the UK we will on average work around 3,507 days over our lifetime, wow!

So I hope you will agree it's really important that we don't just get the most out of them, but that we enjoy them. By leveraging our Strengths we have a great opportunity to do just that.

To get started we need to spend some time getting self-aware by asking ourselves 'why'.

Take a moment to capture …

• Think about a great day you had at work?

• Why was it so great?

Once you have captured this then reflect using your Strengths …

• What Strengths were you using that day?

• How could you replicate this day?

Recent Gallup research has found that when individuals have the opportunity to do what they do best every day they are :

• 57% less likely to experience burnout

• 8% more productive

• 15% less likely to quit their job

• 6 times more likely to be engaged at work

Great things in business are never done by one person.

They're done by a team of people.

Quote: Steve Jobs

Teamwork starts at an individual level and so does the teams engagement.

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Teamwork starts at an individual level and so does the teams engagement.

So how can you improve your teamwork?

Step 1: Get to know the Individual & Team Strengths

Take time to understand what the individuals strengths within the team are as well as the collective team strengths.

Step 2: Be a Coach

It's not enough just to know the strengths, use this knowledge to get the best out of everyone. By taking a coaching approach to work in partnership with individuals to engage, motivate, empower and help them achieve their best days at work.

Step 3: Lead with Engagement

Use your Strengths knowledge to build a team that collaborates and works well together.

Want to learn more strategies?

Gallup's bestselling *'Its the Manager'* book helps leaders more from boss to coach.

It's the Manager is the playbook for leaders looking to overcome the daily challenges imposed by the changing workplace.

Featuring 52 of Gallup's greatest discoveries from decades of research into the science of management, It's the Manager equips managers with the information and strategies they need to succeed.
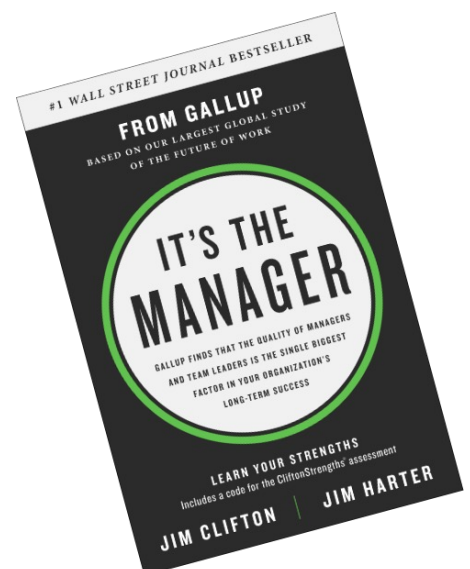
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