



Summary

In today's current reality, leaders are navigating change, building teams and managing performance — all while working remotely. The Fisher Leadership Initiative offers strategies to help leaders navigate this new work world. See below for key takeaways from the recent webinar on leading remote teams.

Key Takeaways

Turn the webcam on¹



Individuals are more focused and less likely to multitask when webcams are on during a meeting. This will increase individual and team effectiveness.



Give open feedback⁴

Regular feedback involves the exchange of information about the status and quality of work. Use two-way communication to align standards and expectations.

Don't settle for silence²



Engagement by all participants is critical as it increases the variety of ideas, stops groupthink and increases individual and organizational effectiveness.



Serve your team⁵

Make sure your team members have everything they need to achieve both individual and team goals, especially tools to manage obstacles and training. This will increase trust and job satisfaction.

Manage expectations³



Have high expectations and clearly articulate them to create a type of self-fulfilling prophecy and boost performance. Celebrate small wins along the way to drive engagement.



Let go⁶

Let team members do their jobs after you communicate the vision, goals and expectations. Micromanaging has several negative effects that are compounded while leading remotely.

“ Clearly outline what success looks like, set communication patterns and then let go. Your teams will thank you! ”

— Sarah Mangia

Senior Director,
Fisher Leadership Initiative

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3. Li, M. (2019, December 31). [Self-Fulfilling Prophecies in Organizations](#). Retrieved from <https://fisher.osu.edu/blogs/leadreadtoday/blog/self-fulfilling-prophecies-in-organizations/>
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