

Four Necessary Conversations for People Managers Right Now

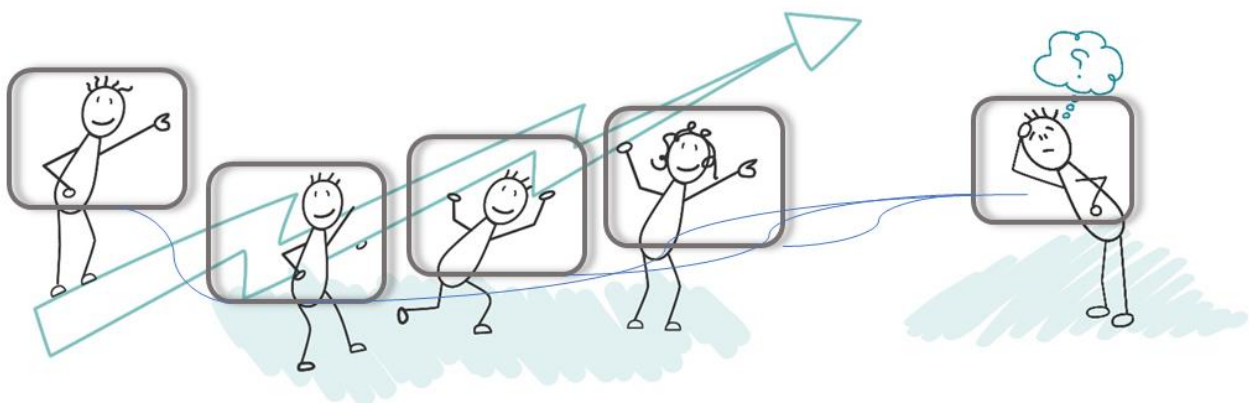
Managing teams remotely

Managing teams remotely is new for some, others have done it for years.

Now it's time to share the experiences that have been collected and expand your own remote team management strategies.

Ask:

- What do (remote) teams need to function well?
- What are some of the challenges we faced?
 - What are some useful strategies we can use to address these challenges?
- What will we do to master and/or contribute to the art of working remotely?



© Claudia Butler, Frameworks for Change 2020

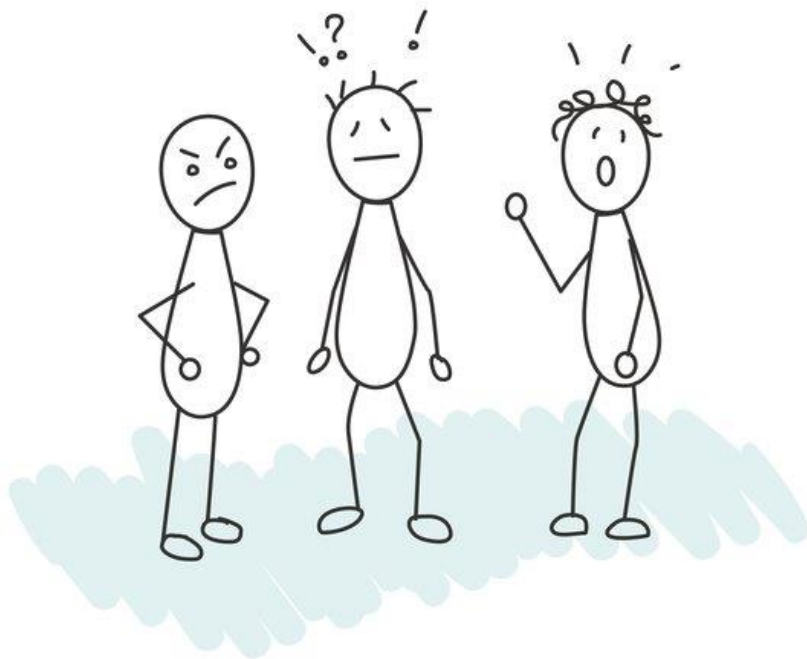


Navigating the tough conversations

Change is inevitably leading to tough conversations with staff. As managers we wish that people would understand and come along, but we often encounter resistance, disengagement and negative emotional responses.

Explore and commit to strategies on how to best navigate the tough change conversations:

- Manage resistance
 - Respond to strong emotional responses
 - Create engagement
- ...when talking about necessary changes with staff

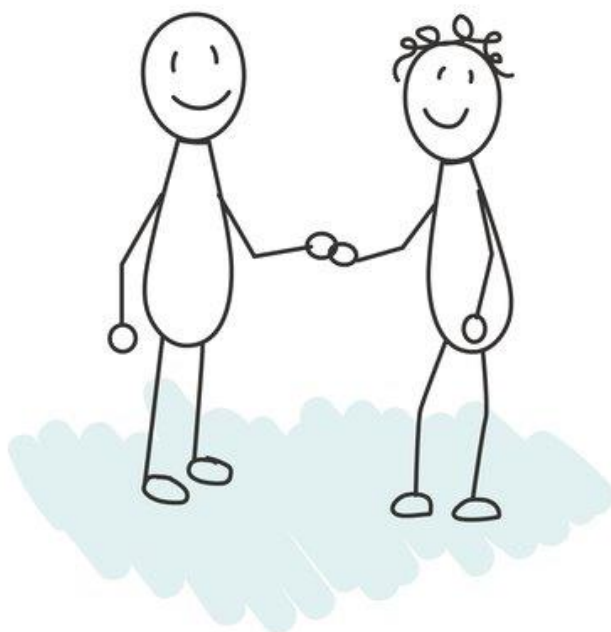


Maintaining great working relationships

Building and maintaining great working relationships is challenging in the best of times. Doing it in the remote and online environment is even tougher. The risk of misunderstandings, being led astray by assumptions and not 'getting' each other is on the rise.

More than ever, managers and teams must discuss and agree on strategies on how to maintain great working relationships:

- How to prevent conflicts.
- How to manage yourself when things don't go well.
- How to go about resolving issues involving others.



Managing performance expectations

Managing performance expectations is a key topic in the COVID-19 environment. It ranges from behavioural expectation in the online world to agreeing on deliverables that take the new and varied circumstances into account.

Examine how you have and might continue to evolve your approach to managing performance in this new world of working together.

- Balancing and coordinating priorities, needs and interests.
- Agreeing on reasonable expectations and standards.
- Monitoring performance expectations



TALK TO US IF YOU REQUIRE ASSISTANCE TO MAKE THIS HAPPEN.
WE OFFER ADVICE, COACHING AND FACILITATION SERVICES.

**WE ARE UP FOR THE CHALLENGE TO, AND WE HAVE RECEIVED
GREAT FEEDBACK FOR, DELIVERING PROGRAMS ONLINE.**

