Is your organization falling behind as you struggle to adapt to a new distributed way of working?

I help leaders and members of distributed teams get more done, in less time and with less friction, with better results and greater engagement.

Do these problems strike a chord?

- Trusting relationships are difficult to build and maintain
- Remote team members feel isolated, undervalued and marginalized
- Values, principles and goals are unclear or misunderstood
- Roles, accountabilities and deliverables are unclear
- Leaders can't easily galvanize, mobilize or manage the performance of people they rarely see
- New team members don't know where they fit in, or what rules to play by
- Meetings are a frequent source of frustration, and many interactions feel pointless

Now imagine a world where…

- Team members enthusiastically collaborate to achieve shared goals
- People trust each other to be candid, and feel free to offer or receive needed support
- All have equal opportunities to excel and advance, no matter where they work
- Team leaders provide guidance and support to help members develop the confidence and competence they need to become self-sufficient, quickly
- New team members are clear how they can contribute from the first day
- Team meetings are a source of enlightenment, energy, inspiration and motivation
- Shared operating principles make it easier to make well-informed decisions, assess tough trade-offs, and behave in a way that's consistent, predictable, supportive and safe

Why do organizations find this kind of transformation so hard?

- They embrace magical thinking in hopes that someday, they will "just get back to normal"
- They assume that the leadership skills that may have worked in the "before times" can work just as well in a distributed workplace
- They believe in silver bullets and hope that with just a few training sessions, team leaders and members will become proficient and enthusiastic about working as a distributed team
- They don't have the expertise internally to provide the right kind of guidance
- They haven't assessed which skills, capabilities, knowledge and behaviors are most needed

Critical steps for success:

- **Assess what's working, what's not, what's needed by whom, and where the greatest gaps lie**. Anecdotal evidence or reviewing the results of the latest employee engagement surveys aren't enough to discover what changes are most needed to create an environment where team members and leaders can thrive in a distributed workplace.
- **Create a strategy that will best fill the gaps**, such as through a combination of formal and informal training, coaching, just-in-time tips and tools, mentoring and shadowing, creating opportunities to practice new skills, and establishing channels and methods for cross-pollinating knowledge, sharing lessons learned and seeking advice.
- **Determine your priorities, and decide what investments your organization can realistically make** in terms of resources (external and internal), time and money. *(Remember: The more convincingly you persuade senior leadership of the benefits that transformation can bring, the more resources you're like to have at your disposal.)*
- **Create a roadmap for success** including objectives, desired outcomes, success metrics, key activities, accountabilities, required resources and timelines. Ensure buy-in by senior leaders and representative stakeholders. Seek validation and input from the team leaders and supervisors.
- **Implement your programs**, starting with a few, seeking feedback and making revisions along the way. Roll out as many activities as your organization can successfully absorb and adopt.
- **Track progress, measure success, and celebrate your results**!

Why me?

I have two decades' worth of experience helping forward-thinking business leaders across all industries to identify and overcome the challenges their distributed teams face, freeing them up to realize all of the advantages of a distributed work model. I can do the same for you.

Taking our first step together

Let's schedule a 30-minute discovery call at your convenience to see how we might be able to work together to help boost the performance, engagement and satisfaction of your distributed teams. You can use my automated scheduling system or simply email me with a few times and days that work for you, and I'll send a meeting confirmation for a mutually-convenient time.