



LEADING REMOTE TEAMS IN TIMES OF CRISIS

ACCORDING TO GALLUP, the percentage of full-time employees working from home because of COVID-19 closures has increased from 33% to 66% and daily stress has increased from 48% to 65%. In these times of uncertainty about physical and financial health, we wonder if we as leaders can maintain momentum with our remote teams to keep productivity afloat. Business strategies have changed at the executive level to cope with this new normal. You wonder if your remote employees are empowered to be on their own and rowing in synchronicity with you and your executive team to reach the new strategic goals. Specially now when their daily stress and worry has far surpassed those recorded in previous years.

Getting your team set up to work remotely means thinking beyond logistics and technology. **Helping your employees adopt the right mindset and supporting them will impact their experience and productivity.** Leaders must improve communication by being present, transparent, connected, and engaged with their remote teams. **They must address the followers' four basic needs: trust, compassion, stability, and hope (Gallup Poll).**

The ability to bounce back rapidly from difficulties is called "Resilience" and is a trait that separates some individuals from the rest of the population. Stress is a fact of life. It can be a silent killer, causing emotional and physical damage. And it can be a catalyst for personal growth and hardiness.

Changing your stress mindset as a fundamental requirement for growth and leaning on intrinsic motivators such as character strengths are ways to turn stress into an ally. As leaders, we have the responsibility to increase self-awareness of our own character strengths and then observe the character strengths of others to maintain a higher level on engagement and empathy with employees.



Character Strengths are the positive parts of your personality that impact how you think, feel, and behave. Scientists have identified 24-character strengths that you have the capacity to express. Knowing and applying your highest character strengths is the key to you being your best self. These top character strengths are called signature strengths. They are essential (Core to who you are), energizing (Uplifting and give you a boost of energy or joy), and effortless (Come easy and natural to you). For instance, if an employee is in a position that does not leverage his/her strengths, then his/her drive and performance will suffer.

Leaders must focus on character strengths and provide remote employees with resources to improve employee self-management, 1-on-1 behavioral dynamics between leaders and direct reports, and overall team dynamics/ culture.

Research studies show that character strengths can lead to the following outcomes (Dr. Ryan Niemiec, author of the Strengths-Based Workbook for Stress Relief):

1. Greater levels of flourishing
2. More resilience
3. Less distress
4. Improved coping with stress
5. More positive emotions
6. Higher engagement with activities
7. Increased life meaning
8. Higher work productivity, job satisfaction, and work engagement
9. Stronger and more intimate relationships

If you are interested in discovering your character strengths, visit the AlliancesHub website and take the free VIA Survey to get your strengths profile.

Character Strengths fuel emotional intelligence and our emotions are more contagious than COVID-19.

Have you left your remote workforce more capable and inspired after connecting with them today? ●



ABOUT JOE

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