

DIRECTING REMOTE TEAMS

OBJECTIVES OF THE PROGRAMME

Remote work tends to bring its own challenges. Leaders worry that employees will not work as hard or as efficiently (though research indicates otherwise, at least for some types of jobs). Many employees struggle with reduced access to leadership support and communication. In some cases, employees feel that remote leaders are out of touch with their needs, and thereby are neither supportive nor helpful in getting their work done.

What is clearly emerging is some form of hybrid work model challenging business leaders to rethink:

- How work works
- How to lead and guide people in this new hybrid work environment

Equipping leaders with the necessary skills to navigate their way in this new world of work, will lead to greater business benefit realisation, which will in turn contribute to the economy and society as a whole.

LEARNING OUTCOMES

By the end of the programme, participants should be able to:

- Describe the role and function of the remote leader
- Effectively engage a work team virtually
- Direct work for both the team and individual
- Coach virtually for development and performance needs
- Demonstrate communicative skills that will enable collaborations through the use of technology



Who should attend

The mentoring programme would be beneficial for:

- Managers in various roles and levels in any organisation.

Duration:

5 Weeks blended learning:

- 5 X 2-hour virtual workshops
- 3 Hours prework per workshop



Accreditation

- After the successful completion of the programme, the student will receive a certificate issued and endorsed by the UFS.
- All short learning programmes can be customised and offered on an in-house basis.
- Credits: 3 Credits
- NQF level 5

Enquiries:

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PROGRAM OUTLINE

You cannot manage a remote team

- Understanding why you cannot manage a remote team
- The need for a different way of leading
- The 3 T's of remote work – Task, Tend, Trust

The Art of Virtual Engagement

- How to create a sense of community/ belonging
- Trust – the life blood of virtual engagement
- How to provide encouragement by utilising the principals of neuroscience

The Art of Directing Work Virtually

- Planning for remote work
- Executing remote work
- Monitor work performance while respecting boundaries
- What to do when things go wrong

The Art of Virtual Coaching

- Coaching employees that are struggling to work remotely
- Tools and techniques relating to development coaching
- Creating psychological safety



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