Effectively Leading a Remote Workforce

Dr. R. Dale Hale
Strategic Assurance Consulting
Online Learning Specialist
On-site

• Fully physically present
• Low flexibility
• Historical standard
Fully remote

• Working from any other location
• High flexibility
• The digital nomad
Hybrid

- Combination of onsite and remote work
- Moderate flexibility
- Still tethered to the office
Where to work remotely

• Pre-pandemic
  • 84% worked from **home**
  • 16% from co-working spaces, coffee shops, libraries, etc.

• Post-pandemic
  • 59% work from home
  • 41% elsewhere
Employee benefits of working remotely

• Flexibility
• No commute
• Better finances
• Better focus
• Efficient communication
• Increased productivity
• Increased quality of life
Employer benefits of remote employees

- Less money spent on physical plant infrastructure
- Happy workforce
- More productive workforce
- Accessibility to a larger talent pool
- Distinct drop in absenteeism
Concerns

• Increased risk of endangering confidentiality
• Supervision
• Team cohesion
• Mentoring seems less accessible
• More meetings
Remote workers concerns

• Unable to unplug at the end of the day
• Loneliness
• Technological issues
• Managing the work
• Cultural differences
• Advancement apprehension
Recommendations for the remote worker

• Know yourself
• Establish good routines
• Separate work space
• Time - set your hours and stick to them
• To-do list - plan breaks as well as work
Support for the remote worker

• Appropriate technology
• Quality support
• Team building opportunities
• Growth and development
• Special connections remembered
• Maintain communication
• Careful assessment of employee work
• CELEBRATE successes
Questions?

Thank you for your attention.