



Conversation Starters

to advance your remote leadership skills

Remote Leadership builds the ability and confidence of leaders with remote and hybrid performers to effectively influence results, connection and motivation in the context of their unique challenges.

[situational.com](https://www.situational.com) >

Perhaps you have an upcoming discussion with a direct report and would like to gain insight into their leadership strengths, tendencies or developmental areas. Or maybe you'd like to host a group discussion or simply self-reflect on your own effectiveness as a leader. Whatever the scenario, the questions in this guide can be used to stimulate meaningful discussion and insight into the behaviors used to influence others.

Today's leaders are often steering organizational goals and initiatives from a distance with fully remote or hybrid workforces. But out of sight shouldn't equate to out of mind when implementing intentional and effective leadership practices. A thriving team is not dependent on proximity, but on the leader's agile and mindful efforts to drive all performers' success and engagement toward organizational excellence.

Reflect on Your Approach

- How often do you evaluate and reflect on your remote leadership approach? What's the value in making that a routine practice?
- What do you think you're doing well, and how did you reach that conclusion?
- What do you think isn't working or could be improved upon, and how did you reach that conclusion?
- What feedback have you received on your remote leadership practices from your team, peers or leader?
- Describe any feedback that surprised you or uncovered blind spots to your remote leadership approach.
- If you have peers that excel at remote leadership, what advice could you seek from them?
- What do you think could be the pros and cons of leading your remote or hybrid performers differently than your on-site performers?

Ensure Success and Engagement

- How do you attempt to drive success with your remote or hybrid performers?
- How do you attempt to drive engagement with your remote or hybrid performers?
- Do you find it more challenging to influence success or engagement with your remote or hybrid performers? Why do you think that is?



- What can you do to ensure alignment to organizational or team goals with your remote or hybrid performers?
- What difficulties do you think your remote or hybrid workers experience with productivity and engagement? What could you do to alleviate those difficulties?

Utilize Tools and Best Practices

- What tools does your organization offer or prefer for measuring the performance results of your remote or hybrid performers?
- What types of tools do you think would make you more effective at remote leadership? Have you researched or proposed them to decision-makers?
- How would you approach onboarding your remote performers to any such tools? Would you require on-site employees to use them as well?
- Does your organization recommend ground rules or best practices for remote leadership? If so, how could you apply them to your approach? Is there anything you would add?

Maintain Connections

- ❑ Would your remote or hybrid performers say they feel a connection to you and the team? Why or why not?
- ❑ What can you do to build a stronger connection between you and your remote performers and between your remote and on-site performers?



- ❑ Do you regularly ask your remote or hybrid performers what you can do to foster a better connection with them? If so, what are their responses, and have you acted upon them?
- ❑ How do you conduct performance improvement conversations with your remote or hybrid performers?
- ❑ Do you highlight the achievements of your remote performers in the same way as your on-site performers? In what ways do they differ or align?

- ❑ What can you do to provide opportunities for communication and inclusion with your remote or hybrid performers?
- ❑ How do you ensure your remote or hybrid performers are observing a reasonable work-life balance? What signs do you associate with overworking or underworking?

Want to Learn More?

Remote Leadership equips managers, both new to remote leadership and those who've been leading remote performers for some time, with actionable strategies to implement in their unique environment. Through discussion, reflection and highly personalized application, participants develop and elevate their leadership skills to effectively direct and support their performers, even when they're miles away.

Visit us at [situational.com](https://www.situational.com) to learn about *Remote Leadership* and join a [workshop](#) near you!

