THE SMART WORKFORCE MODEL

Leading Smart – Distributed Teams

The Smart Working Revolution

Phone   07976 509551
Email   ideas@smartworkingrevolution.com
Website www.smartworkingrevolution.com

Leading Smart – Distributed Teams

Have your Leaders got what it takes to manage distributed teams?

Of all the decisions you will make when implementing a Smart Workforce, the one to invest in the development of Leaders, is the pivotal one, as it ensures success. To forgo it, more or less, ensures failure.

Why is Leadership Development so crucial?

Simply because it is your leaders that will set the tone for the required mindset shift among their team. Our 20 years' experience of implementation has taught us this - Leaders who understand the vision of a Smart Workforce, get behind it and set transformation goals for success

Leader's that don't get it – can jeopardise your project and you will miss out on the benefits a Smart Workforce brings to the business, the customer, the employee and the community in which you operate.

Smart Leadership is the chance to shine

The opportunity to lead a Smart Working team is a turning point in most Leaders career. But it'll only turn out well if Leaders have the right skill set........otherwise, you are setting them up for failure. Managing a distributed team requires a different set of skills to managing those who are office based.

Smart Leaders create a clear line of sight between the performance of the individual and the achievement of business outcomes - and they do that from afar - it's a real art. Therefore getting the right Leadership Programme in place is the most important investment you will make.

We've identified the 5 key ingredients to become a Smart Leader – a Leader who can effectively manage a distributed team.

1.Smart Mindset

Getting Leaders on board is essential. In this module they understand how a Smart Workforce strategy can positively impact your unique business. They also understand the pitfalls and how to avoid them including the realisation that traditional presenteeism actively undermines the Trust on which successful businesses thrive. Through this process, they begin to accept and support new ways of working and visualise how their team will operate in the future.

2.Smart Champions

Next Leaders are shown how their role is crucial to the success of the project. Using the Smart Leaders Toolkit, they will create an action plan to lead their team through implementation and learn how to help individuals overcome the challenges they will face.

They will recognise the importance of understanding what makes each individual team tick, how to coach them to set and achieve personal improvement goals that will ensure success of the distributed team.

3. A Culture of 2-way Trust

Leaders learn how to build a shared vision - a culture of 2-way trust, strong team connections, loads of learning opportunities and help to improve their team's quality of life. It's no easy ride to manage a distributed team, but using our tried and tested methodology, we guide leaders through a six-step plan to build a culture of trust across their team. This translates into better customer service and ultimately, growth

4. Smarter Communication

In this workout, Leaders recognise that implementation is an excellent opportunity to improve team communication skills. Using the Smart Leaders Toolkit, they uncover the techniques of devising a smart team charter, managing virtual meetings, getting the best from technology and maximising team collaboration….even from the quiet ones!

5. Smart Performance

All this learning cumulates in the final module. Smart Leaders learn how create a clear line of sight between the performance of the individual and the achievement of business outcomes – and how to perfect that art when team members are not present in the same office. This session introduces tried and tested tools for driving improved levels of accountability, engagement and continuous improvement, increasing both individual and team performance….and productivity of the business.

Leaders are the key to a successful Smart Workforce implementation

If you are planning for a Smart Workforce Model it is crucial to prepare your leaders ready to manage in a distributed team environment, if you want your new ways of working to be a success.

We'll help you develop Leaders who understand and support your vision and are enthusiastic about the enormous benefits that distributed work will offer their team and the business.

Tailoring your programme

Your Leadership Programme will be bespoke to your unique business. We will align content to previous learning programmes as relevant, your Employer Brand and overall business strategy.

We will take time to understand your business challenges so that this can inform the content and allow opportunity for your Leaders to provide vital solutions. The programme are delivered virtually, face to face or a combination of both.
The choice is yours.

Prices begin at £3779 for the virtual session plus VAT and expenses

Don't just take our word for it.

Here's what the HR Director from Yo! Sushi said about a recent bespoke programme we ran for her team:

'Thanks for the workshop yesterday, I haven't 'thought' so much for ages. I was exhausted last night!'

Learn more about how we can help your business work smarter.

Book a Workshop by Emailing: ideas@smartworkingrevolution.com