

How to Be an Effective Remote Manager

GoSkills online course syllabus

Skill level

Beginner

Lessons

21

Accredited by

Verified by GoSkills

Pre-requisites

No prior experience needed

Video duration

1h 9m

Estimated study time

1h 9m

Instructor

Mitch Simon

Introduction

1 Making the switch

As you embark on your journey as a remote manager, you'll be faced with unique challenges as well as unique opportunities for success.

Creating Room for Fun

2 Hosting a dinner party

A meeting should be treated the same way you approach a dinner party.

3 Meeting warm-ups

When in person, conversations naturally happen as meetings kick off, and with virtual meetings, it's important to compensate for this.

4 Getting your team energized

The fastest way to lose people's attention online is with meetings that don't have three crucial elements.

5 Spending time celebrating

Celebrating small wins is a proven method for helping teams achieve goals faster.

Setting the Tone

6 Cameras on, everyone!

Engagement comes from body language and facial expression.

7 **Recognizing mood**
Humans are emotional beings with a logical brain, and they need to connect both logically and emotionally to get maximum engagement.

8 **Right people in the room**
Having the right people in the right room create the best space for innovation and decision making.

Creating Space for Vulnerability

9 **Fostering transparency**
Transparency is key to building trust and faith within your team.

10 **Showing vulnerability**
Vulnerability is closely tied to results, and thus, it's important to be vulnerable.

11 **Allowing for empathy**
Remote team members can't be together physically, and they need to know that they are cared for even when they are not there.

Cleaning Up Broken Promises

12 **Repairing broken promises**
When remote, the quickest way to lose trust is to break promises.

13 **Sharing priorities**
Making priorities visible showcases that team members care about the outcomes, which allows you to spend more time on how you deliver and how you feel.

14 **Avoiding Remote Conflict**
Conflict is unavoidable, even when your team isn't together in person.

Avoiding Micromanaging

15 **Denouncing micromanagement**
People can't complete deep work when their bosses and team members are interrupting them in the middle of it.

- 16** **Increasing trust**
Building trust when people are "off-campus" is empowering and has people want to do their best work.

Navigating Mistakes and Breakdowns

- 17** **Sharing failures**
With remote teams, it is harder to learn from being around others, so it is important that team members are quick to share failures and learnings.
- 18** **Celebrating your shortcomings**
It is vital when teams are separate to demonstrate a growth mindset, which means you should embrace celebrating your failures.
- 19** **Welcoming feedback**
Creating a space where team members feel they can share their thoughts, good or bad, is important to building trust and keeping your team engaged.
- 20** **Leaving time to learn**
When your team is separated, it's important that you do your part to help those around you continually learn and improve.

Conclusion

- 21** **Managing effectively**
Thanks for watching this course!

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