Remote Leadership Mastery

7th May – 25th June 2021

Remote and hybrid working is the next complex challenge for managers and leaders, requiring new systems, processes, skills and behaviours. Getting it right is crucial as the solutions that they put in place for the coming months could influence their organisations for years to come.

This programme is aimed at managers at all levels who have one or more people reporting to them with whom they are not permanently co-located.

Any leader working remotely or in a hybrid setting will benefit from creating a sustainable approach to encouraging high performance and engaging and supporting their people.

This is a highly supportive and empowering programme that helps participants build on their strengths and successes, address development areas positively and ultimately develop both capability and confidence.

Through a combination of space to think, access to helpful frameworks and tools, skills development and individual coaching, participants will finish Remote Leadership Mastery feeling resourceful, empowered and in control.

Learning Objectives

By the end of the programme participants will be able to:

- Explain the challenges inherent in remote and hybrid working

- Establish sustainable management systems based on best practices (including their own) that mitigate risks and enable high performance

- Describe the 5 core aspects of effective remote leadership

- Demonstrate a leadership approach that serves their organisation and their people

- Establish effective team collaboration processes suitable for hybrid working

Delivery

Guided by highly-experienced facilitator Eszter Molnar Mills of Formium Development, course participants will have access to:

- 6 online sessions, (each lasting 2 hours): covering a wide range of skills, behaviours and models.

- 2 one-to-one coaching sessions: for individual focus.

- Comprehensive resources: Online portal, effective tools, checklists, guides and templates.

Programme schedule

Modules	Timings	Topics
Warm-up	Up to 6 May	• Welcome and pre-programme activities
Module 1 *The 5Cs of remote working*	Pre-course work	• Personal and organisational objectives • Reflection exercise • Strength survey
	7 May 10:00-12:00	• The challenge and risks of remote and hybrid working • Appreciative Inquiry exercise to positively reflect on the previous year • Introduction to the 5C Framework
Module 2 *Clarity*	Pre-course work	• Analysis of own success factors • Introduction to 5C tools • Vision exercise
	14 May 10:00-12:00	• Aspects of clarity in remote and hybrid working • The psychology of uncertainty, overwhelm vs motivation • Establishing purpose and positive meaning • Communicating a compelling vision with clarity of roles and contribution in delivering it • Goal setting and shared accountability • Co-creating performance measures and 'feed forward'
Module 3 *Capacity*	Pre-course work	• At my best - self-assessment exercise • Vision, team goals and capacity needs • Workload allocation models
	21 May 10:00-12:00	• Positive leadership - my strengths as a leader • Managing the risks of a dispersed team • Fairness in individual considerations – workloads, communication, and participation • Create a culture of leadership at all levels of a hybrid team • Encouraging mastery: building capacity and promoting development at a distance • Positive performance management: autonomy with support and accountability, the manager as coach • How to meaningfully monitor and support wellbeing of a remote-working team

Module 4 *Collaboration*	Pre-course work	• Coaching challenge • At our best – team assessment exercise • Edison on collaboration
	28 May 10:00-12:00	• Building a positive culture and a supportive hybrid working climate • Appreciative Inquiry exercise • Choosing the right communication approach for individuals and the team – both social and work-based • Co-creating a team charter • Balancing collective strengths • Encouraging communication and joint-working through skilful project allocation and delegation
Infusion week	1-4 June	• Reflection, action plans with practice challenges • One-to-one executive coaching session
Module 5 *Collision*	Pre-course work	• Tools for synchronous and asynchronous communication • Collision and silo-breaking toolkit
	11 June 10:00-12:00	• The role of serendipity in creativity, innovation and positive communities • Remote strategies for engaging with other teams, creating and maintaining social bonds • Communication and collaboration techniques that bring most benefit for least burden • Purposefully promoting innovation and improvement • Replacing passive understanding and overhearing - attending to performance and wellbeing
Module 6 *Celebration*	Pre-course work	• Collision and collaboration challenge • Our wins activity
	18 June 10:00-12:00	• The power of appreciation and the challenge for remote managers • Encouraging a growth mindset and learning approach through celebration: 'win or learn' • Lessons learned from successes, analysis of factors • On the lookout for success, 'catching people doing things right' • Ensuring that everyone has opportunity to be successful, appreciated and praised
Wrap-up	Pre-course work	• Reflection on learning and action planning

		• What I need and what I can offer – community exchange
25 June 10:00-12:00		• Review of learning • Next steps and commitments • Celebration
21 June – 2 July		• One-to-one executive coaching session

(all times BST, all dates 2021)

Next Steps

Remote Leadership Mastery can be delivered as an in-house bespoke programme, or participants can join the group as detailed above.

You can find more details on Positive Leadership in Practice – online learning by Formium Development here:

www.positiveleadershipinpractice.com

Or contact us directly:

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You can find more details about the full range of coaching, training and organisational development services offered by Formium Development here:

www.formium.co.uk