



## How to keep your team engaged when you manage it remotely - 2 h

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### Context

"Engagement" is a buzz-word heard a lot in recent years. Many business people use it without knowing what it means, and only for speeches or articles that are playing up to the public.

But it is not just a simple word, and if you take it seriously and give it life in the teams you lead, something almost magical can happen: people will look for ways to increase their performance alone; they will become active advocates of the company and the team, which they will recommend to their acquaintances; they will make a generous, constant effort, with more optimism and more resistance in the face of fatigue and obstacles. Because yes, there will be many obstacles in the next period!

How to do this with remotely driven virtual teams? Well, almost as you would offline, but not quite the same. It is important to want, to care, to worry... And it would be good to do it, otherwise your manager voice will ring alone on the communication networks and channels, and the results may disappear!

Together we discover functional and handy solutions.

### Learning Objective:

- Developing effective practices that help increase the level of employee involvement and increase their contribution to the team's results, even under remote work conditions.

### Among the topics presented:

Ø What is commitment, as a feeling of emotion and as a sum of behaviors that you want to see in people in teams.

Ø "On the spot" commitment and long-term commitment;

Ø The pillars on which you build engagement (adapted according to the Holbeche and Matthews model):

- Connection - stay informed, listen, involve everyone.
- Common purpose, values and overall image.
- The dance between autonomy and trust.
- Fairness and generosity in providing support.

Ø Individualized knowledge and consideration; if you didn't know them enough, now is the time to do so and make up for time lost!