



5 COMMON MISTAKES OF REMOTE LEADERS



Marshall Goldsmith
Stakeholder Centered Coaching®

Measurably Improving Leadership
Around the World

Mistake 1

KEEPING YOUR TEAM IN THE DARK DURING UNCERTAIN TIMES AND LACKING EMPATHY



How does this mistake show up?

- Neglecting team morale and company culture
- Prioritizing the wrong kind of communications
- Too much negativity
- Too much broadcast, not enough dialogue
- Expecting we should have all the answers
- Falling short on hardware needs

Mistake 2

TRYING TO IDENTICALLY TAKE IN-PERSON WORK STYLE INTO REMOTE WORK



How does this mistake show up?

- Not communicating your availability
- Communicating only when transactional; neglecting casual communications
- Trying to recreate “in-office” interactions by scheduling (too) frequent meetings

Mistake 3

THINKING THAT REMOTE WORK REDUCES PERFORMANCE AND APPLYING ADDITIONAL PRESSURE



How does this mistake show up?

- Measuring how long a person is sitting at their desk instead of results
- Giving your team too much to do
- Holding more meetings to just make sure folks are on task
- Drop a “what’s the status” message in Slack too often
- Requiring constant camera on during video calls

Mistake 4

NOT RESPECTING YOUR TEAM'S BOUNDARIES



How does this mistake show up?

- Ignoring work-life boundaries
- Expecting people to respond within minutes and be accessible by email at night

Mistake 5

FORGETTING TO MANAGE YOURSELF



How does this mistake show up?

- Not leading by example
- Not respecting your own boundaries
- Not being professional (slacking off purposefully)
- Not being present and exemplary during meetings (multitasking, keeping notifications on, not using mute)

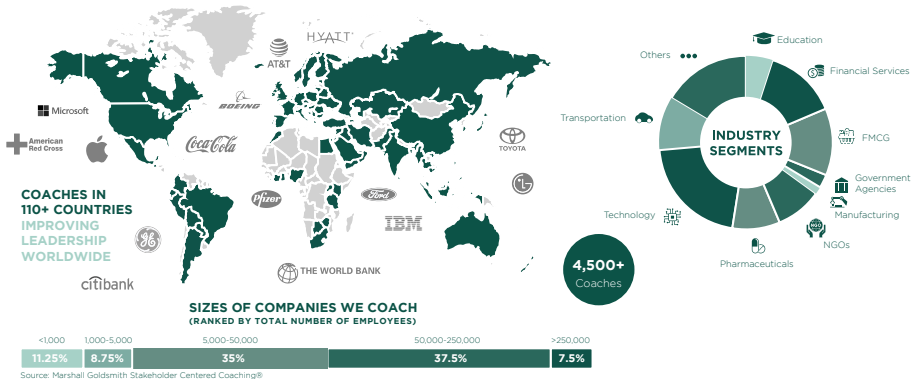
MGSCC® Helps Leaders Modify Their Behavior To Show Up In The Right Way To Others In Their Organization

The global pandemic has forced leaders and managers worldwide to shift to a new way of doing things — remote/hybrid working. Working remotely can certainly provide different benefits to leaders and their organizations, yet it makes way for a new set of traps for unwary team leaders.

The Marshall Goldsmith Stakeholder Centered Coaching® program is designed after the coaching process popularized by the world’s #1 leadership thinker Marshall Goldsmith for professionals who are interested in transitioning to a coaching career, and for coaches who want to deliver measurable results for their coaching clients as he does.

Be a stronger coach and an adaptive leader in this remote/hybrid working shift.

The World’s Largest Executive Coaching Company Serving Leaders at Fortune500s and SMEs Around the World



Become a certified member of the world’s largest executive coach network with over 4,500 coaches around the globe.



Schedule an Advisory Call

Got any questions? Reach out to us today.

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