



Managing Energy in Distributed Teams

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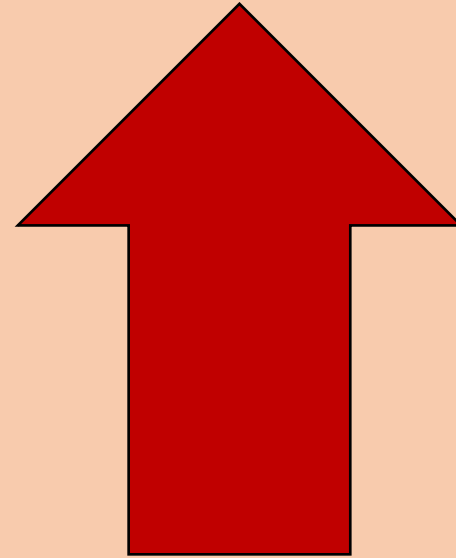
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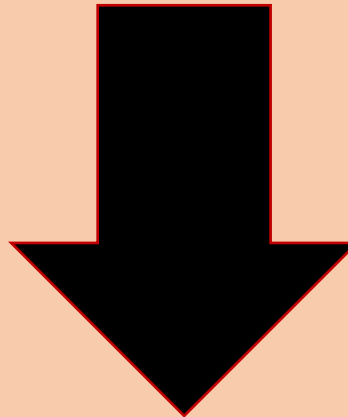
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Teams with Good Energy



Performance
Problem-solving
Decision-making
Creativity
Helping others
Dealing with Conflict
Focus



Turnover
Absenteeism
Time lost to grumbling



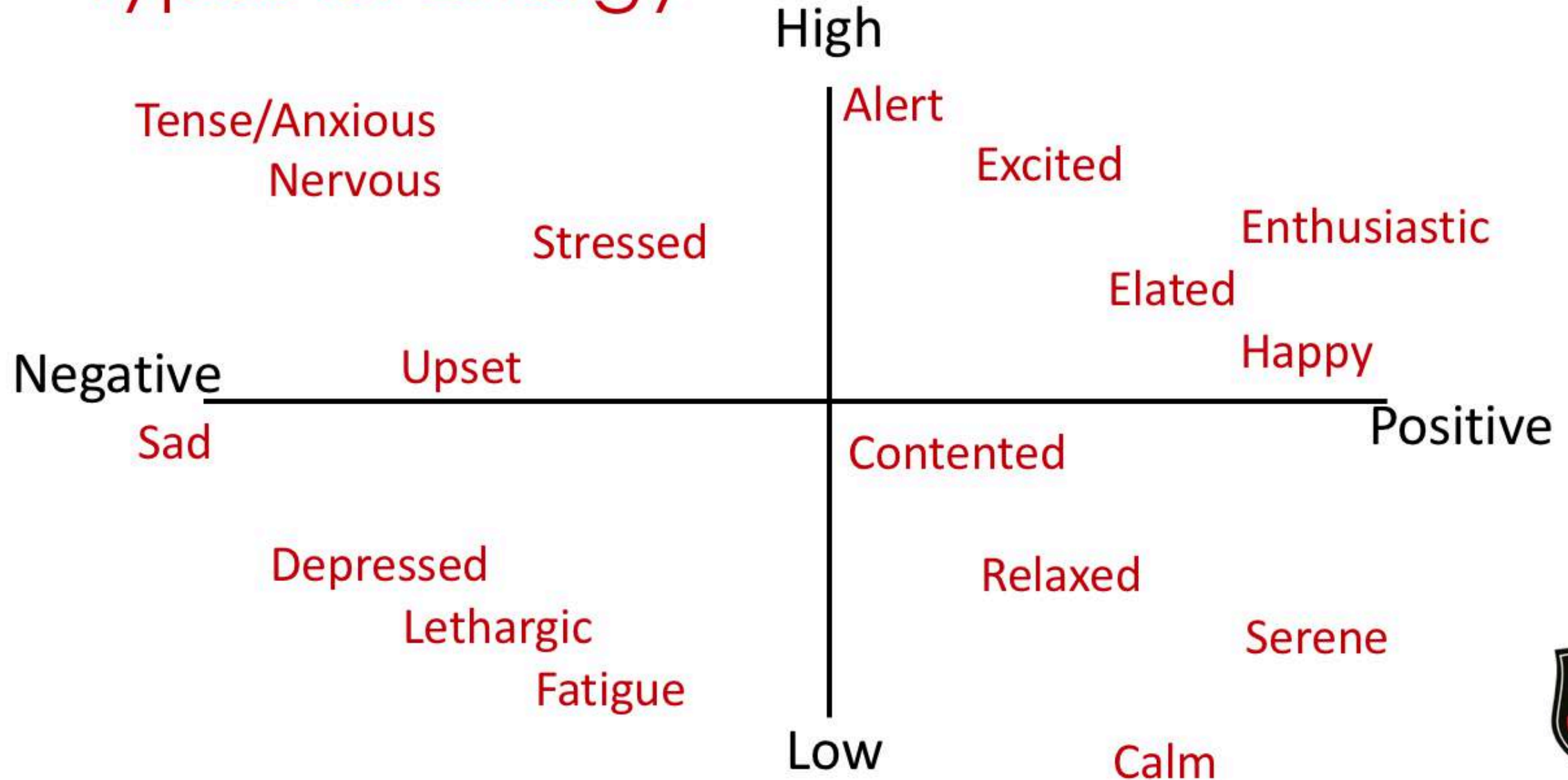
You want Employees to Feel



- Valued
- Focused
- Purposeful



Types of Energy



Purpose

Passion

Presence



Progress

Positivity



STRUCTURED COMMUNICATION



1. PURPOSE



Connect to Purpose

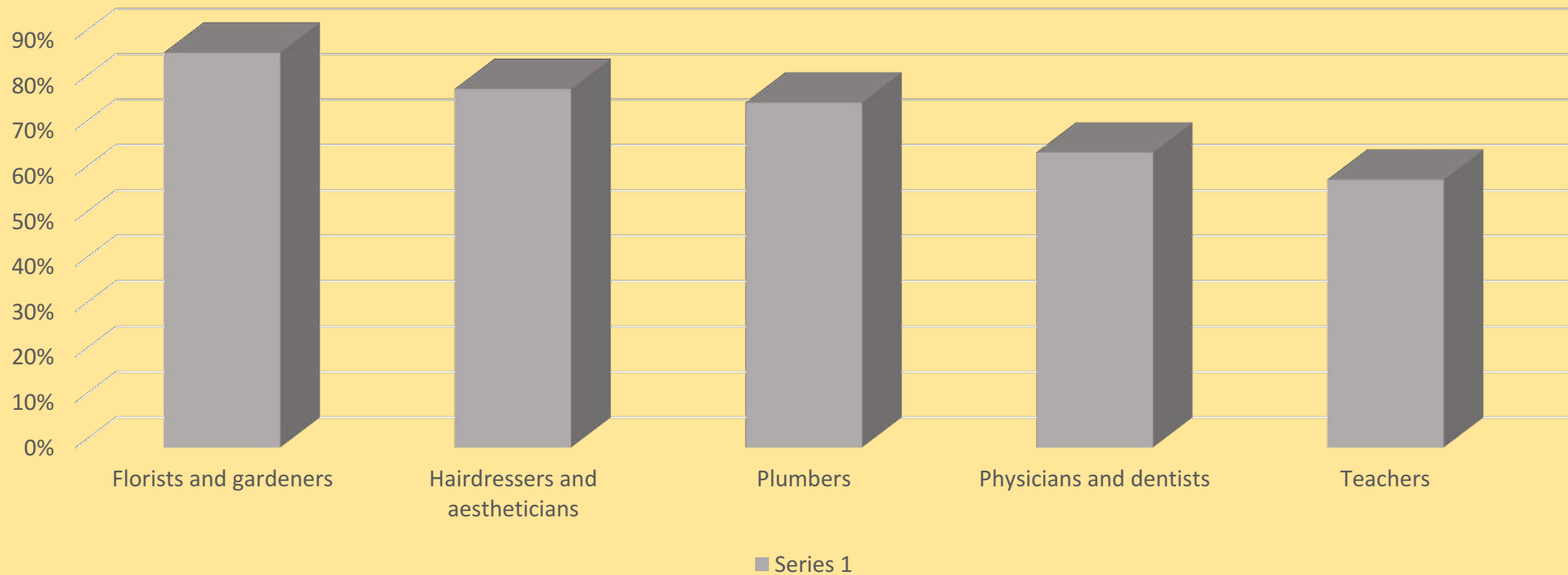
Which of the following profession have the **highest** level of purpose?

1. Florists and gardeners
2. Hairdressers and aestheticians
3. Plumbers
4. Physicians and dentists
5. Teachers



Does your profession matter?

PERCENTAGE WITH HIGH LEVEL OF PURPOSE



Levels of purpose / meaning



2. PASSION



Passion means you care about the work.

If behaviorally passion is communicated through facial cues, body language and voice tone, how does this reach your distributed employees?



Tools to communicate passion:

- Preface with context
- Rules for tools
 - Especially time sensitivity
- Video conferencing
- Structure for meetings/emails



3. PRESENCE



**YOU LOST THE
POWER OF
PROXIMITY**



Watch out for

PERCEPTIONS OF CONTRIBUTION



Presence means you pay attention

- Tune into the conversation
- Turn off distractions
- Contribute
- Ask questions



Presence means you

NOTICE MORE



4. POSITIVITY



Positivity means you value others

MICRO AFFIRMATIONS



↑ **CONFIDENCE**

↑ **ENGAGEMENT**

↑ **COMMITMENT**





Book Clubs
Culture Clubs
Book Lists
Retreats
Town Halls
Events with families



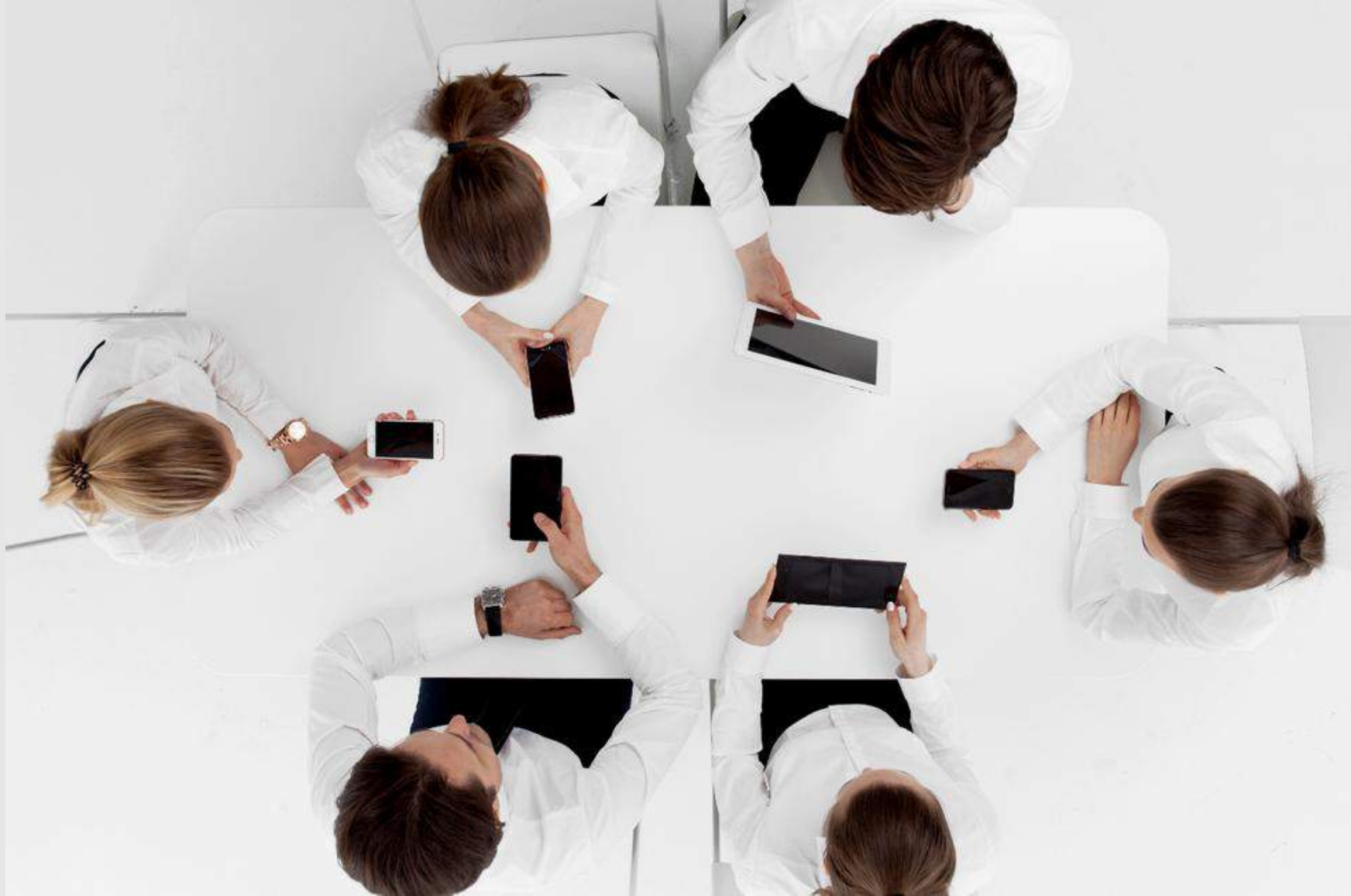
Let them eat
cake.



5. PROGRESS



Progress means you notice any progress.



Distributed employees need...

**MORE
FEEDBACK**



Purpose

Passion

Presence



Progress

Positivity



A Few Remote Team Communication Tools

Google docs

Trello

Asana

Base Camp

Slack

Zoom

Confluence

Email

Simulcast

Survey Monkey



YOU'RE INVITED!



Stay in touch!



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