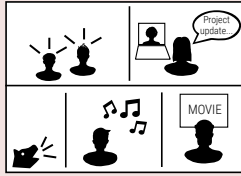# Leading Remote Teams
with Equity, Diversity, & Inclusion

Working remotely brings unique challenges and opportunities.
For leaders and managers of teams, three areas to consider include:

1 — Communication

Communication & **openness** are important for effectively leading a remote team. Consider:

Checking in with your team individually about their situation & challenges they face. Review their work, set expectations, & offer suggestions for support.

Holding **regular check ins** with your team, to ensure they have the **information they need**:
- Assignment updates
- Schedule changes/arrangements
- Team success stories & updates for assurance

As a leader:
- **Role model openness** about your situation & ability to work from home,
- **Share success stories**
- **Ask for feedback**

These **managing outward** principles can apply to relationships with colleagues & clients to maintain & strengthen them.

2 — Changes to work

Sharing **norms & expectations** helps provide structure for your team to succeed. Changes to work could include:
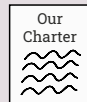
- Core work hours / shifts
- Communication expectations
- Data privacy & security requirements
- Team agreements / charters (adjust or develop as needed)

Stress can impair decision-making abilities; providing structure & guiding team members through problem solving processes can offer needed support.

Encourage colleagues to feel **ownership** of their work through:

- Focusing on common goals
- Modeling best practices
- Providing access to needed resources & tools
- Reviewing decision-making authority & processes

Support accountability through clear goals, considering professional & personal development goals, & holding team members responsible for their behaviour & work.

3 — Social connections & productivity

Isolation is a challenge of remote work, & can lead to disengagement & lower job performance. Create **social connections** & **spaces for collaboration** with your team by taking steps including:

Productivity tips:
- Avoid multi-tasking
- Take breaks
- Set a personal schedule
- Be compassionate with yourself & others

- Using video on calls when possible
- Offering collaboration tools
- Using icebreakers in meetings
- Setting up online social opportunities
- Asking for ideas & feedback
- Actively participating in meetings

Teams need leaders to provide hope & compassion in difficult times. Effectively supporting teams collectively & individually will have enduring benefits.

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For more details about these practices and tools, read the full article listed below:

References

1. Cochrane, M. (2020). Effective leadership: Equity, diversity, and inclusiveness during a time of crisis. ACEC British Colombia. 2020 https://acec-bc.ca/2020/04/effective-leadership-equity-diversity-and-inclusiveness-during-a-time-of-crisis/

About ACEC-BC

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About Engendering Success in STEM (ESS)

Engendering Success in STEM (ESS) is a research partnership focused on evidence-based solutions to foster positive working environments for people in STEM (Science, Technology, Engineering, and Math). We bring together social scientists, STEM experts, and stakeholders in STEM industry and education to use an evidence-based approach to break down barriers people face on their pathway to success. Canada's Social Sciences and Humanities Research Council reviewed and funded this project.

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