

# REMOTE LEADERSHIP



Creating productive, engaged and sustainable remote high performance

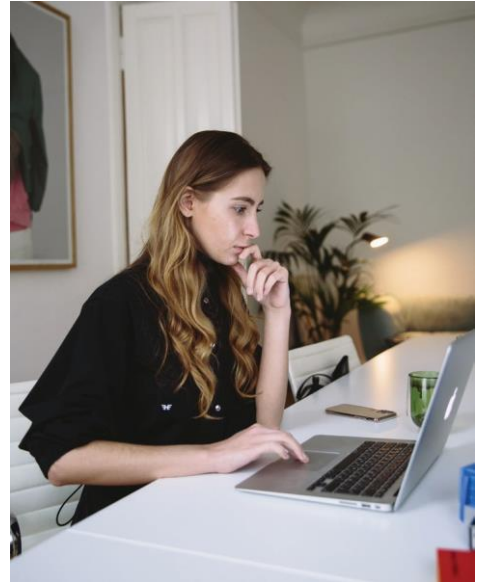
## THE CHALLENGE

The world health emergency with the Covid 19 pandemic is seeing increased consideration to ensure safety of management and staff and **accelerated remote work initiatives**.

Many managers will be responsible for leading a team remotely without prior experience at this. It can be a daunting prospect especially because their team members are also **experiencing very mixed reactions** to the continuous threat the virus represents to their health as well as the financial and social impacts.

Leaders need to be prepared to support their staff in both the **psychological safety** as well as the **physical aspects** of working remotely. They will also need to generate ways to ensure the **engagement, communication and performance of their team**.

Research shows there are many positives aspects of working remotely such as autonomy, flexibility and reduced commute times, but there is also increased uncertainty, social isolation and collaboration challenges.



## KEY SOLUTIONS & OUTCOMES

### Webinar 1: Remote Work Establishment

- Support the creation of the right Physical and Psychologically safe environment.
- Understand the brain on change, the threat/ reward state and how this will be fluctuating for many as they consider the personal, professional, social and financial impact of this change.
- Develop and promote a growth mindset on remote working utilising the research on the many positives and reappraised opportunities associated with remote work
- Improve your self-leadership strategies to establish your own disciplines and regulate you own emotions. Lead by example and use the benefits of positive emotion contagion and avoid the spread of negativity.
- Establish the goals, expectations and communication protocols for the initial settling in phase. Consider the right performance analytics

### Webinar 2: High Performance Remote Work

- Establish remote working productivity and communication processes and technology to reduce barriers to performance, increase collaboration and measure results. Balance engagement and freedom
- Share the vision and continue to inspire team members with their purpose. Use the social motivators to increase engagement and accelerate high performance outcomes
- Utilise the change and performance curves to understand, validate and move people through the phases of change and shift them into a rhythm of high performance.
- Ensure a coaching and outcome-oriented approach to empower team members to use their autonomy to deliver results.

## INTERACTIVE WEBINARS

Webinars cater for up to 24 participants  
Recommended Duration: 1.5 hours x 2 sessions (separated by 2-3 weeks)  
Single Webinar Fee: \$1,950  
Half day (2 cohorts within 3.5 hours) either 9-12:30pm or 1-4:30pm: \$3,500  
Full day (4 cohorts within 8 hours- \$1,475 each) 9-12:30 and 1-4:30pm: \$5,900  
100 managers approx: \$60 per webinar, \$120 per programme

What's the biggest benefit you see to working remotely?



State of Remote Report / 2019  
buffer.com/state-of-remote-2019

- 40% ● Flexible schedule
- 30% ● Working from any location
- 14% ● Time with family
- 13% ● Working from home
- 3% ● Other



EnHansen  
PERFORMANCE



For more information contact

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# TESTIMONIALS



"Kristen is a world of knowledge in the neuroscience space. Her passion and energy for the subject alongside her sales leadership experience in corporate settings brings together practical take-aways for leaders in applying the concepts. I would highly recommend Kristen for future training in this space. Kristen's session with Westpac AFS leaders received positive feedback, the leaders enjoyed the balance of the proven brain science concepts along with the practical leadership learnings."

Teresa O'Brien  
HR Manager  
Westpac



"EnHansen Performance "Resilience and Change" course was very interesting, informative and useful. The training has encouraged us to learn how to adapt to change and what tools we can use to influence positive change in others and has given few light-bulb moments about ways to strengthen resilience. The quality of the training has been fantastic and our staff is really engaging with the trainer and getting something out of it. Thank you!"

Joanne Fung  
Senior Manager  
BT Financial



"I believe Neuroleadership is our best hope of seeing lasting change in our leaders. Kristen's engaging facilitation skills coupled with this exciting topic took all participants on a journey that they have fed back to me as "crucial for them in understanding their behaviour".

Ashley Leadbetter,  
Senior Learning & Development Officer  
Monadelphous Group Limited



I had always felt that when confronted with a stressful or difficult situation that it was always best to think before responding. The content not only supported this intuition but gave me the science and underpinning knowledge on how to utilise that instinct to achieve the best outcome, for both myself and others. Understanding the brain and how change affect it, was what resonated most with me and the rest of my team. Realising why the Amygdala has such an impact on people's responses and the overpowering influences it has on the Pre-Frontal Cortex (our decision-making capabilities).

Wayne McKenna,  
Superintendent, Zone Manager, North Coast Sector  
Ambulance Service NSW



"Kristen's presentation on how to approach staff to get the best out of them was powerful. She struck just the right balance of science, humour and pragmatic suggestions. Understanding how to approach difficult conversations can be a lifetime's work, so having the frame of neuroscience in which to practice this provides for a very practical and useful approach."

Dr. Tahnya Donaghy  
Executive Director, Strategic Policy  
Government of South Australia



"I found the session really useful. I was interested by the productivity/ open mindset of reward vs threat state, the vision, planning, detail, problem, drama "ladder". I have made more of an effort to take breaks & get outdoors, including the deep breathing around trees. There were many other aspects I found useful & would highly recommend Kristen".

Ellen Whitfield  
Administration Officer –HR/HSE  
BORAL



"I took home valuable insights from every part of the workshop and have shared them with work colleagues and family. It is rare to get a course where you learn from all components." "The dynamic engaging nature of the speaker –she rocks!"

GE Healthcare, Evaluation 9.3/10



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