

At Connect the Dots Consulting, we are committed to providing practical and timely leadership coaching and development. At a time when leaders are stretched to the limit, we want to share a Toolkit for effective “Work from Home” Leadership. These tried-and-true leadership practices are worth a reminder in these volatile times.

Provide Regular Feedback



Integrate feedback into your day-to-day interactions with your team members and remember that feedback is a dialogue. Ask your team for their feedback and foster open conversations.

Many team members may feel somewhat disconnected and unsure about how they are doing during this unusual time. Providing your team with regular feedback can address the opportunity for disconnects.

Remind yourself of the individual needs and styles of each of your team members.

- How long they have been in role
- Current performance level
- Communication style
- Confidence level
- Your relationship and dynamics

Identify opportunities to provide feedback.

- When assigning and reviewing a project
- During one-on-one meetings
- Impromptu conversations

Remember that your words matter – Start the conversation off right.

- “It’s clear that this project is important to you. I want to share some feedback about how it’s going.”
- “Thank you for taking extra time to talk with me today. Let’s review the status of the project.”
- “You did a nice job with the meeting with x: you were clear and concise.”
- “It sounded like you were frustrated during today’s call; let’s talk about it

Practice active listening.

- Summarize for understanding
- Don’t interrupt
- Manage your nonverbals
- Summarize again!

We would appreciate hearing from you as to the strategies that are working or not working in our virtual workplaces. Please drop us a note, follow us on [Linked In](#) and [Twitter](#), or check out our [website](#).