

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.

Capture and Implement Lessons Learned

Now is the time to leverage the lessons that you and your team have learned to increase team connectivity and outcomes.



What have you and your team learned about one another and your work during the “stay-at-home” orders? Most of us agree that there have been positive take-aways about the way we work and interact with one another. Will those positive learnings carry forward once we start to return to the office? If history provides a view, our culture does not have a strong track record of changing our long-term behavior based on “short-term” events and experiences. We have the opportunity to make this time different!

As part of your return-to-work strategy, it’s critical to take the time to reflect and gather input on those behaviors and practices that you want to integrate into your on-going practices. Without a purposeful strategy, you are likely to lose the opportunity.

Here’s how to add “Lessons Learned” to your return-to-work strategy.

1. Communicate to your team that you will be asking for their input, clearly defining what you are asking for. For example:
 - What has our team done well during the stay-at-home environment?
 - What should we consider integrating into how we interact and operate as we transition back to the office?
 - What have we learned about how we were doing work that we should stop doing or change going forward?
2. Ask team members to use your virtual communication platform, such as Huddle Board in Teams, or send out a survey to collect input.
3. Create a committee to review the responses and create recommendations for leadership.
4. Develop an action plan for those recommendations that will move forward.
5. Communicate decisions and the action plan back to the team.

EMERGING THEMES OF LESSONS LEARNED

Personalism versus professionalism

- We know more about one another’s lives.
- We have more understanding and empathy for one another.
- Formality of meetings has been replaced by a more casual & “real” approach.

Remote work is productive

- With the right tools, we are able to get our work done.
- How we manage expectations and productivity has shifted.
- We have discovered new ways to be agile, collaborative, and innovative.

Faster decision-making

- Disruption is the catalyst for change.
- Sense of urgency has driven decision-making.
- Often 80% is “good enough” to move forward.

In a virtual environment, cultural, and operational barriers are removed

- There has been an “even playing field” created for people.
- Turf or political dynamics have had less importance and power.

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](#).