

# LEADING HYBRID TEAMS

A conscious change in your mindset to apply skills differently.

## DEFAULT TO TRANSPARENCY



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With teams working physically alone, it's a lot easier to accidentally withhold information or not provide enough context. Going out of your way to provide relevant information means there are rarely surprises. And if you want to build trust, you can't have surprises.

## CONNECT WITH EVERYONE ON YOUR TEAM

Manage your time by blocking short-duration, high-frequency connections. Have daily 15-minute one-on-one video. Frequency matters more than duration when building engagement with hybrid teams.



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## REBOOT YOUR COACHING PROGRAM

Focus on appreciation and setting an optimistic tone. By using affirmation and appreciation, leaders can create commitment and accountability. As a leader, look for ways to make accountability a habit for your team.



## BUILD A CONNECTED SENSE OF COMMUNITY

With hybrid teams, guide from both the "front" (establishing structure) and "back" (empowering your employees to lead). Work together to find a comfortable way for every team member to share opinions and ideas and to confirm understanding.

