Remote Not Distant

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Dialogue

How Remote Teams Build Belonging

You said hybrid could become the worst of both worlds. What's worse?

What makes psychological safety so critical now?

Distinction: trust and psychological safety.

> Psychological safety is a spectrum; it's not whether you have it, but how much.

What does that ladder look like?

Point --> The higher you climb the ladder, the safer you feel taking risks.

Level 1: Welcome

How to do this:

Saatchi & Saatchi example - team leader modeling vulnerability.

What's your superpower? What's your kryptonite?

> One interesting question is, "What's got your attention?" This prompts sharing worries, preoccupations, or distractions. Here are some additional questions you can use: • What kind of a day have you had so far today? • What words would you use to describe where your head is? And where your heart is? • Share a one- or two-word intention you hold for today's meeting/conversation.

Washing instructions

5-second rule

Walk in your colleagues shoes

Camera intentionality

Level 2: Courageous Conversations

Involve everyone

Protect introverts from extroverts

No interruptions rule

Nothing about me without me

Silence = disagreement

Uncover the stinky fish

Level 3: Innovation

Increase your tolerance for mistakes

What have you changed your mind on?

Reserve

> The Core is the foundation of culture, defining a shared future that everyone aspires to. It includes purpose and values, priorities, and outlines which behaviors are rewarded and which are punished. Emotional Culture helps create belonging. It encompasses psychological safety, feedback, and rituals. Functional Culture defines your company's agility. It includes decision-making, meetings, norms, and rules.

> Although I've facilitated several remote workshops throughout the years, the majority of my work has been in person. Maybe because I spent much of my career in office-centric organizations, I always thought that strong collaboration required being in the same place at the same time.

> Leaders feel powerless in a hybrid workplace. In short, they miss being in control. Remote expert David Tate said it best: "When fearful CEOs talk about workplace culture, they're really talking about workplace control."

References