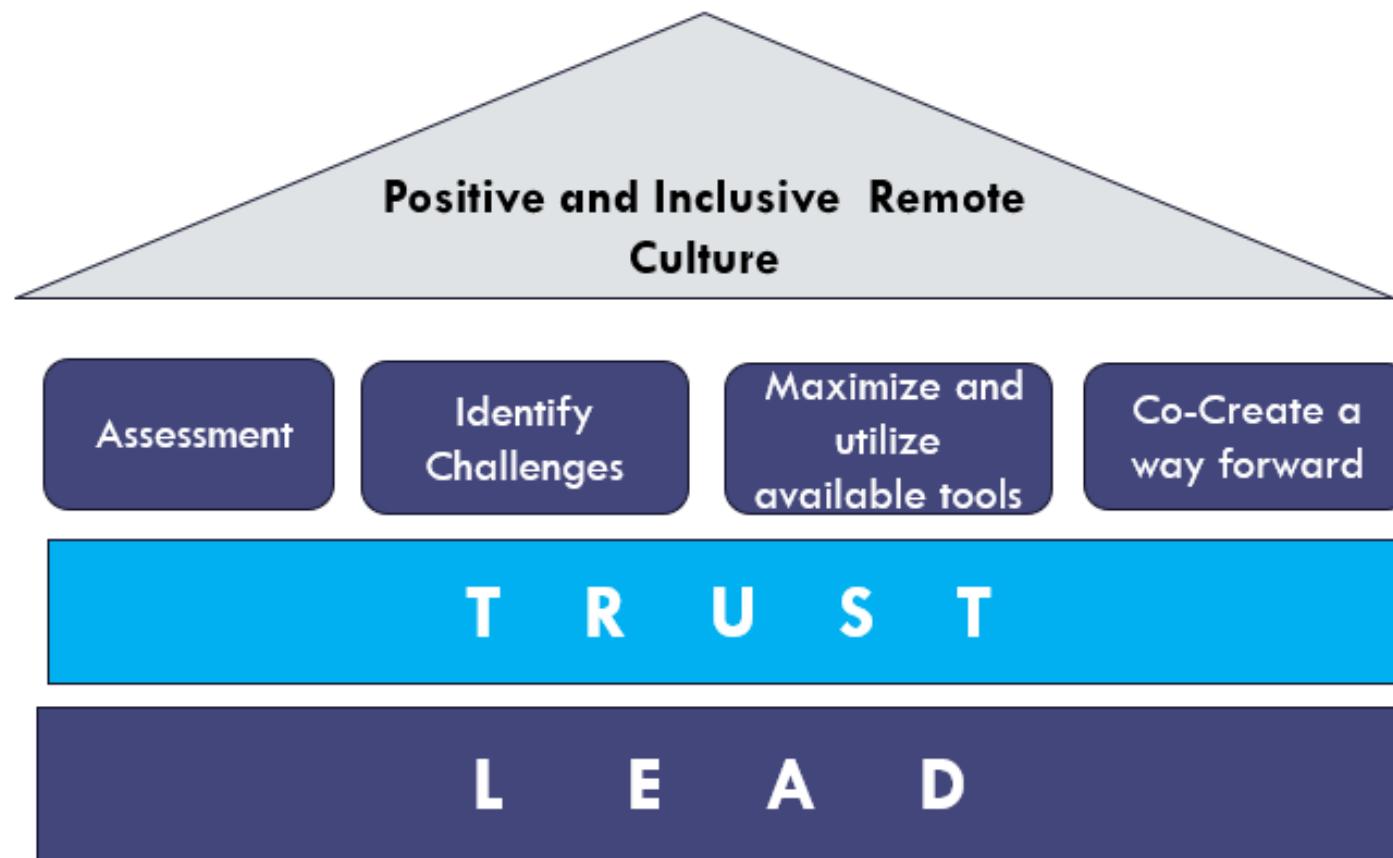


LEADING A REMOTE TEAM

By: Joahn Marii Collao



STRATEGY HOUSE



Strengths

- Flexibility
- Collaboration across geographical locations
- Work-Life Balance

Weaknesses

- Communication barriers
- Silos
- Feeling of detachment or isolation that may lead to disengagement

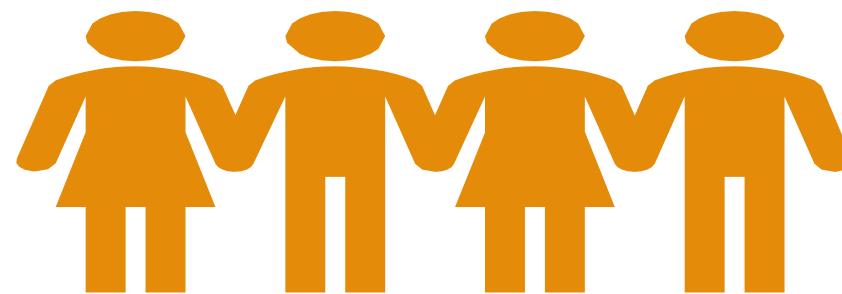
Opportunities

- Virtual Team Building Activities
- Leveraging on tools and technology to improve communication, project management and enhance productivity

Threats

- Turn-over due to increased remote jobs
- Work from Home Burnt Out
- Distractions

Major Challenge for Remote Working



Team Cohesion

TOOLS FOR TEAM COLLABORATION AND PRODUCTIVITY

	Platforms	User Satisfaction	Impact
Communication	MS Teams	High	Faster Responses
Virtual Meetings	MS Teams	High	Effective Meeting
Project Management	JIRA	Medium	Improved Progress Tracking
File Sharing	One Drive	Medium	Easy Access
Talent Management	WorkDay	Medium	Accessible

UTILIZING TECHNOLOGY FOR REMOTE COLLABORATION



Use of dashboard



Use of AI Meeting Notetaker



Use of AI Co-pilot

Co-Create your Strategies



Setting of SLAs/clear goals

- Clear Expectations
- Regular check-ins
- Feedback loops
- Performance Metrics



Preferred communication channels

- Choose the right tools
- Regular updates
- Encourage feedback
- Build Rapport
- Review



Feedback Mechanisms and their frequency

- Daily working session
- Weekly stand- up meeting
- Bi-monthly check-ins
- Monthly cross functional meeting and trainings
- Quarterly check-ins
- Quarterly meet-ups
- Employee Surveys

Leading remote teams isn't about control – it is about TRUST

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HR LEADERSHIP & TECHNOLOGY FORUM 2025

THANK YOU

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