

Leading virtual teams in the time of corona

7 aspects of good leadership

1. Self-care: Your health and your well-being are important. Take good care of yourself, take exercise, take breaks – pause for thought and try out new things.
2. Support: Offer your employees support, of both a technical and a social nature. Make use of your company's psycho-social counselling services.
3. Trust: Most people want to do a good job and make a contribution. The more trust and freedom to act you offer, the more likely it is that people will work well. Support people and trust them more than you check up on them.
4. Visibility: Be visible, and make your team visible! Including the ones who would otherwise slip into the background. Use your video tools (Zoom, GoToMeeting etc.)
5. Structure: Structure provides stability in difficult times. Hold short team meetings at the beginning of the day (by video). Make time for meet-ups and collaborations. Also plan for breaks – even together with others.
6. Informal contacts: You are the social glue holding the teams together. What possibilities do you have to enable informal, unforced social contacts? Drink a coffee together on Zoom.
7. See the good things: Being able to see the good things during a crisis is a key pillar of psychological resistance (resilience). What is already and/or is still good? What good things could grow out of the current situation?