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Managing Remote Teams

Managing remote teams requires adaptations to the usual management techniques to facilitate the innate differences involved in remote work.

Communication is crucial in managing remote employees. Be sure to establish clear guidelines for response times and availability for video meetings.

Outline expectations and deadlines to ensure all team members are aware of what role they play in each project and the timeline within which they are expected to complete the project.

Place trust in your team members to work independently and make effective use of their time. Do not micromanage your employees; rather, trust them to perform their jobs.

Provide sufficient background information for team members to access. Remote teams often lack resources that are readily available in person.

Make effective use of technology, as having the proper tools for team members is essential. Remote teams without the means to communicate with each other will not be as successful as they could otherwise be.

Offer feedback on a regular basis, as remote teams are not as likely to get feedback, whether positive or constructive, to guide their performance.

Team leaders must adjust their management styles in order for remote teams to perform to their highest potential.