



Leadership in the Remote and Hybrid Work Environment

Description: It's been two years since the pandemic required a complete transition to online work, and the benefits and lessons learned from this shift have been expansive and long-lasting. But what does it take to be an effective leader in today's remote and hybrid environment?

In today's episode of The Forward Thinking podcast, host Stephanie Barton, VP Marketing and Communications, FCCS is joined by Brian Carter. Brian has over 20 years of experience in marketing, digital media and communications and will be speaking at the upcoming Farm Credit Home Lending Conference in Nashville in May. His session at the conference is about e-leadership and the challenges of leaders in today's digital work environment. Brian's entire career has focused on encouraging people toward optimal performance while online, and he has valuable insights into leading teams through difficult tasks. Not with the use of a carrot or a stick, but as an aligned team with the values that lead to success, both in person and online.

"We can't blame remote work for all of the problems that we have with employee acquisition and retention." — Brian Carter

Episode Insights Include:

How has the pandemic changed the way work gets done?

- + The pandemic has significantly improved the online interactions among teams.
- + Leaders have to be able to motivate their team even when they're not physically together.
- + Many of these changes are here to stay, depending on the preferences of the employees.
- + Managers who don't have remote management skills are at the greatest risk of losing their positions.

The skillset of effective remote leaders

- + Engaging managers are successful managers.
- + Emails can be personal and still professional.
- + Effective managers can be a leader and a friend.
- + Successful managers own up to their weaknesses and don't demand perfection of themselves or others.
- + Micromanagement is never an effective approach to leadership.
- + Recognize that an 8-hour workday is not essential for every position.



What doesn't work for leaders?

- + Influence and authority is not demanded, it has to be earned.
- + Generational differences and values are significant and need to be recognized.
- + Transparency and honesty are more important than perceived perfection.
- + Economic disparity is a major millennial concern.
- + Remote work can't take the blame for all employee acquisition and retention problems.

Steps to becoming a more effective leader

- + Identify your company's three main values and your own personal values.
- + Hire and fire employees based on these values.
- + Act and lead in accordance with these main values.
- + Discuss the values of potential employees and whether they align to create a cultural fit.

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To hear more from Brian, register for the Farm Credit Home Lending Conference at fccsconsulting.com/conferences/home-lending-conference.

Resources

[Farm Credit Home Lending Conference](#)
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Get in touch

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