



# Successfully Leading Remote Workers

**Mindsets/habits that enable you to  
successfully lead anyone from anywhere**

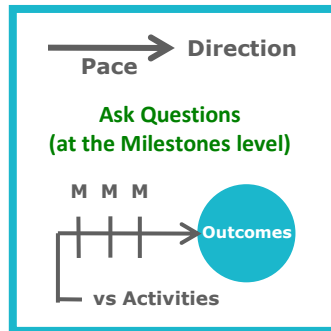
MARK FRITZ



**Distance** is a key acid test  
for **leadership**...

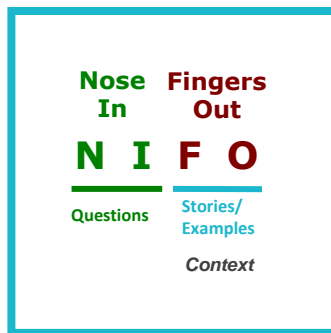
...can't **micromanage** at a distance  
and achieve long-term **success**.

# Lead Outcomes



The **Language** of Success  
**Decisions, Actions & Alignment**  
**Progress & Achievement**

# Lead NIFO



Not Giving the **Easy Answer**

NI – **Ask** Questions

FO – **Share** Stories/Examples

# Consistently Different

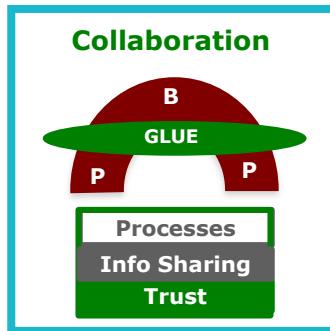


**Listening** Values Others

Stories/Examples = **Relevant**

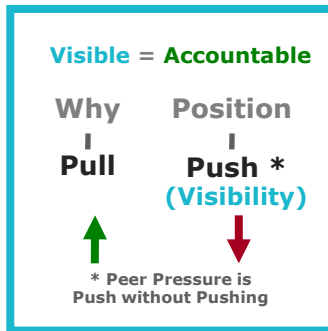
**Adapt** for Greater Influence

# Culture of Collaboration



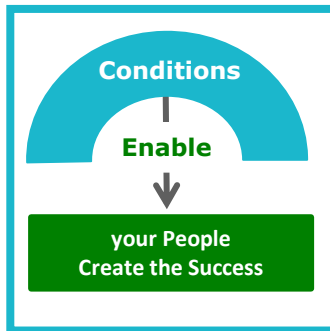
**Trusting** Each Other  
**Sharing** Information  
Expectations **Understood**

# Power in Peer Pressure



It's **Both** Pull & Push  
Make Commitment **Visible**  
Drives **Pride** / Reputation

# Conditions for Success



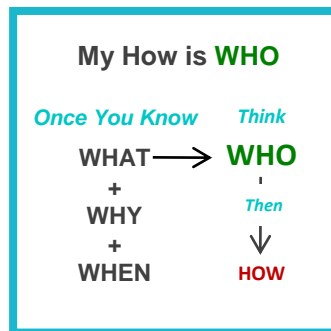
Clarity – **Act**

Business Judgment – **Decide**

Influencing Skills – **Collaborate**



# Think Who Before How



**Leverage Other's Knowledge**  
**Helps Make It Feel **Theirs****  
**You Will **Delegate** Faster**

# Reflection

It's the **opportunity** to give yourself advice.

	More of	Same as	Less of
REFLECTION			

# Extra

## Session Reminders

### Distance Leadership (Reminders)

1. Think & discuss in **OUTCOMES** vs activities, It's the Language of **ACHIEVEMENT**.
2. Remember, **MICROMANAGEMENT** has a **SPEED LIMIT**. Team **SPEED** becomes your speed.
3. Management is having the right **ANSWERS**. Leadership is having the right **QUESTIONS**.
4. Successful leaders are focused on Two Things (to **PRIORITIZE**): **DIRECTION** and **PACE**.
5. Focus your **MEETINGS** on **OUTCOMES**, not discussions (**DECISIONS, ACTIONS & ALIGNMENT**).
6. Gain **OWNERSHIP** on the Outcomes, and **ASK** about the **HOW** at the **MILESTONES LEVEL**.
7. You are a **ROLE MODEL** for your people. They **COPY** your behaviors, both **GOOD** and **BAD**.
8. Outcomes provide a **TARGET** for everyone's **CREATIVITY**...and **CONSTRAINTS** drive the need.
9. To successfully lead others and have a Life! - Live **NIFO - NOSE IN, FINGERS OUT**
10. Ask more **QUESTIONS**, as every time you give the **ANSWER**, you **SAVE OTHERS** from thinking
11. Stories and examples **GIVE** the **ANSWER WITHOUT** your people **FEELING** that they were **TOLD**
12. You want your people to keep the **OWNERSHIP** of the **OUTCOME**. **ASK** versus tell.
13. The outcome of communication is getting others to **THINK, FEEL & DO**
14. To create a great feeling in others - **LISTEN** - it shows you **VALUE** them
15. Sales people say...**IF THE CUSTOMER IS TALKING, I'M WINNING!...LET OTHERS TALK**
16. Use **STORIES** and **EXAMPLES** to create a **FEELING** in others...are more memorable too
17. Successful communicators are **CONSISTENTLY DIFFERENT** - adapting to other personalities
18. Package messages for the right combination of **DIRECT** or **INDIRECT** and **OPEN** or **GUARDED**
19. Enable the GLUE: **TRUST, INFORMATION SHARING** and **COMMON PROCESSES** in this order
20. Create more **PULL** (Why) Power and not continually use your **PUSH** (Boss) Power all the time
21. Use **PEER PRESSURE** for the right **PUSH** power...**PUSH** coming from **WITHIN** the team
22. When people **NEED EACH OTHER** for their personal success, they **WORK WITH EACH OTHER**
23. Make Goals/Achievement **VISIBLE (PEER PRESSURE)** and an EYE OUT for Potential **CONFLICT**
24. Create the Three **CONDITIONS** that **ENABLE** your **PEOPLE** to **DELIVER** the **SUCCESS**.
25. First Condition: **CLARITY** - If something is **NOT** clear, something **BAD** is usually happening.
26. Create the right **BOUNDARIES**, and you can **DELEGATE MORE** than you think you can.
27. Second Condition: **BUSINESS JUDGMENT** - Need to **TRUST** judgment to delegate **DECISIONS**.
28. Remember to **INTERVIEW** for **BUSINESS JUDGMENT** by using more **SCENARIOS**.
29. Grow your **BUSINESS JUDGMENT PIPELINE** to be able to keep **DELEGATING** decisions.
30. Third Condition: **INFLUENCING SKILLS** - Your people need to **INFLUENCE PEERS** & outside.
31. Grow your People's **ADAPTABILITY**...IT'S the **FOUNDATION** for effective **INFLUENCE**.
32. Success is a Team Sport. Think **WHO** - Right **WHO** Gives you a better **HOW** to **ACHIEVE** more.
33. Keep in mind...**IF YOU DON'T HAVE A WHO**, the **WHO** is always **YOU**. **THINK WHO FIRST**.
34. Successful leaders view their job as **MY HOW IS WHO**.

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## Leadership Behaviors/ Influence Factors

### Distance Leadership (Leadership Behaviors / Influence)



### Human (H), Motivation (M), Emotion (E), Change (C), Influence (I) & Decision (D)

<p><b>H Needs</b></p> <ul style="list-style-type: none"> <li>Certainty (<i>Feel Assured</i>)</li> <li>Uncertainty (<i>Something New</i>)</li> <li>Significance (<i>Feel Unique</i>)</li> <li>Connection (<i>Value Relationships</i>)</li> <li>Growth (<i>Escape Boredom</i>)</li> <li>Contribute (<i>Giving Feeling</i>)</li> </ul> <p><b>M Factors</b></p> <ul style="list-style-type: none"> <li>Money (<i>What Provides</i>)</li> <li>Relevance (<i>Feel Why</i>)</li> <li>Power (<i>Have Choice</i>)</li> <li>Ego (<i>Feel Recognized</i>)</li> </ul> <p><b>E Factors</b></p> <ul style="list-style-type: none"> <li>Fear (<i>Must Act</i>)</li> <li>Guilt (<i>Will Regret</i>)</li> <li>Greed (<i>Want More</i>)</li> <li>Desire (<i>Need More</i>)</li> <li>Pride (<i>Feel Important</i>)</li> <li>Love (<i>Feel Appreciated</i>)</li> </ul>	<p>Consider <b>ALL</b> the factors to <b>INFLUENCE</b> others?</p>	<p><b>C Factors</b></p> <ul style="list-style-type: none"> <li>Why (<i>Is It Worth It?</i>)</li> <li>Confidence (<i>Can I Do It?</i>)</li> </ul> <p><b>I Factors</b></p> <ul style="list-style-type: none"> <li>Authority (<i>Seriously Listen</i>)</li> <li>Likeability (<i>Feel Content</i>)</li> <li>Trust (<i>Without Question</i>)</li> <li>Reciprocity (<i>Feel Obligated</i>)</li> <li>Social Proof (<i>See Others</i>)</li> <li>Community (<i>With Others</i>)</li> <li>Anticipation (<i>Can't Wait</i>)</li> <li>Events (<i>More Memorable</i>)</li> <li>Scarcity (<i>Drives Want</i>)</li> </ul> <p><b>D Factors</b></p> <ul style="list-style-type: none"> <li>Facts (<i>Seems Logical</i>)</li> <li>Feeling (<i>Feels True</i>)</li> <li>Faith (<i>Match Beliefs</i>)</li> </ul>
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# Thank You