LEADING A TEAM YOU CAN'T SEE: MANAGING WITHOUT WATCHING

Companion to The Remote Reset

Trusted by: DELTA, syngenta, NC State University, U.S. Treasury Inspector General, Biogen, moderna

High-Performance Keynote Speaker

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Counter proximity bias without surveillance, and delegate in a way that gives real time back.

Managing people you can't see in the room comes with every visibility and burnout risk a remote worker faces, plus one more: managers decide who gets seen, advocated for, and protected.

Proximity bias isn't just something remote workers feel; it's something a manager actively produces or prevents in who gets picked, praised, and promoted. The instinct to counter that by monitoring more closely tends to backfire: **tighter monitoring loses a team's trust faster than it gains any real control**. Real delegation does the opposite: name the decision, watch it back once, and set the check-in date. It gives time back instead of disempowering the team member.

Managers leave having built one habit for staying genuinely connected to their team, and committed to one guardrail of their own.

Takeaways

- ✔ **Proximity bias isn't just something remote workers feel; it's something managers actively produce or prevent in how people get seen, picked, and promoted.**
- ✔ **Why monitoring harder tends to backfire: tighter monitoring loses a team's trust faster than it gains any real control.**
- ✔ **Delegation that actually gives a manager real time back: name the decision, watch it back once, and set the check-in date.**
- ✔ **How to model the guardrails your team will trust.**
- ✔ **Two commitments to start this week: a habit for staying connected, and a guardrail to model.**

Watch a Clip

Format: Keynote, breakout, or training.

Pairs well with: *The Remote Reset for a fuller program. Fully bookable on its own.*