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

A companion to The Remote Reset

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



Prioritization Keynote Speaker

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

The check-in is on the calendar because it's Tuesday. The status update the manager asked for is already sitting in the project tool. And the stretch assignment went to whoever happened to be in the office that day.

This session builds the habits that keep a remote team seen, trusted, and moving, without a manager hovering.

For managers and team leads with remote or hybrid reports.

Takeaways

- **Proximity bias is something managers produce or prevent in how people get seen, picked, and promoted.**
- **Why harder monitoring backfires: tighter monitoring erodes a team's trust faster than it gains real control.**
- **Delegation that 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.*