



THE REMOTE RESET, PART TWO: LEADING A TEAM YOU CAN'T SEE



High-Performance
Keynote Speaker
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Managers carry every visibility and burnout risk their team does, plus one more: they decide who gets seen, advocated for, and protected.

This add-on builds directly on *The Remote Reset's* foundation, with what's specific to leading people you can't see in the room. 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; **trust erodes faster than oversight can catch up**. 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 weekly habit for staying genuinely connected to their team, not a tracking system, and committed to one guardrail of their own to model, starting this week.

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: trust erodes faster than oversight ever catches up.
- ✓ 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 you want your team to trust, not just announce them.
- ✓ One weekly habit for staying connected to the team, plus one guardrail of their own.



[Watch a Clip](#)

Format: Keynote, breakout, or training.

Pairs with: [The Remote Reset](#), a keynote on staying visible and present while working remotely.