



MANAGING YOUR REMOTE TEAM

PRESENTED BY TOM LICO

CAPITAL TITLE / PRESIDENT

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THE NEW WORK FORCE

- 20% Want to work in the office 5 days a week
- 35% Want to work remotely 5 days a week
- 45% Want a blend of both

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TOP 3 CONCERNS ALL MANAGERS HAVE

- LACK OF FACETIME WITH THEIR EMPLOYEES
- TRAINING NEW EMPLOYEES
- MAINTAINING COMPANY CULTURE

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LACK OF FACETIME WITH THEIR EMPLOYEES *GET THE EQUIPMENT*

- Webcams
- Headsets
- “Hoteling” cubes and offices

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LACK OF FACETIME WITH THEIR EMPLOYEES *GET THE TECHNOLOGY*

- Zoom
- MS-Teams
- Cisco WebEx
- Google WorkSpace
- Slack
- Soft-phone

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LACK OF FACETIME WITH THEIR EMPLOYEES *EMBRACE THE TECHNOLOGY*

- Daily / Weekly video meetings with team
- Individual video meetings
- Team / Department Chat
- Monthly Company Updates via video
- Round Table sessions with staff to review work-flow

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TRAINING NEW EMPLOYEES

- Onboard with video call introducing Management team
- Video training with shared screen and record sessions
- Develop company intranet so that procedures are written
- Create “Ambassadors” to help acclimate new employees

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MAINTAINING COMPANY CULTURE

A BUILDING DOESN'T MAKE A CULTURE

- Use company chat for praise, birthdays, anniversaries.
- Create “Teams” for common interests (Sports, Homeschooling, etc)
- Video Events (Happy Hours, Trivia)
- Quarterly In-person Events (post Covid)

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MAINTAINING COMPANY CULTURE

A BUILDING DOESN'T MAKE A CULTURE

- How employees treat each other
- How management treats the employees
- The integrity of decisions made every day

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THANK YOU

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