



VIRTUOUS 'VIRTUAL' LINE MANAGER

As a line manager you create the environment for people to succeed. With colleagues working from home, line managers need to balance giving people freedom to get their work done, with setting open and consistent expectations about priorities. That's how you will continue to build a high performing team where everybody feels trusted and valued.

Some hints and tips...

Establish rhythm

be clear each week on **how and when you will connect**, both with individuals and as a group.

Publish priorities

what are the outputs you are looking for each week? **Be open and specific about priorities.**

Share transparency

make sure everyone knows what is expected of everyone else.

Catalyst for connections

make time in your own working week to **think about collaboration**

Celebrate success

don't wait until you're together. find new ways to **share achievements.**

Best practice

help team members to **learn about new working practices** and technology capabilities from each other.

Always check-in

see how your **people are feeling.** what more do they need, what else might help them.

Grow yourself and your team

Connecting people to experience capability development 'virtually' can be a great opportunity and experience. These can be half hour 'lunch and learn' sessions or full day workshops. Technology is a great enabler.

Postcards

technology is great but why don't you send a postcard through the post to members of your team or colleagues, it would be a lovely surprise.

Questions or activities you can run virtually...

- Ask people to share the best thing about where they live?
- Or show the most prized possession in their house?
- Share photos and pictures from home?
- Ask them what the best thing about their day or week has been?
- Encourage everyone to record a diary or blog of their day or week and share at the end of the day/week?
- Run a MasterChef or bake-off competition - you might not be able to taste them but you can showcase them?!
- Create and run a 'pub quiz' - based around your Zoom experiences?!
- Introduce your children or pets!