
Coach More and Manage Less for Remote Work Success!

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Introductions



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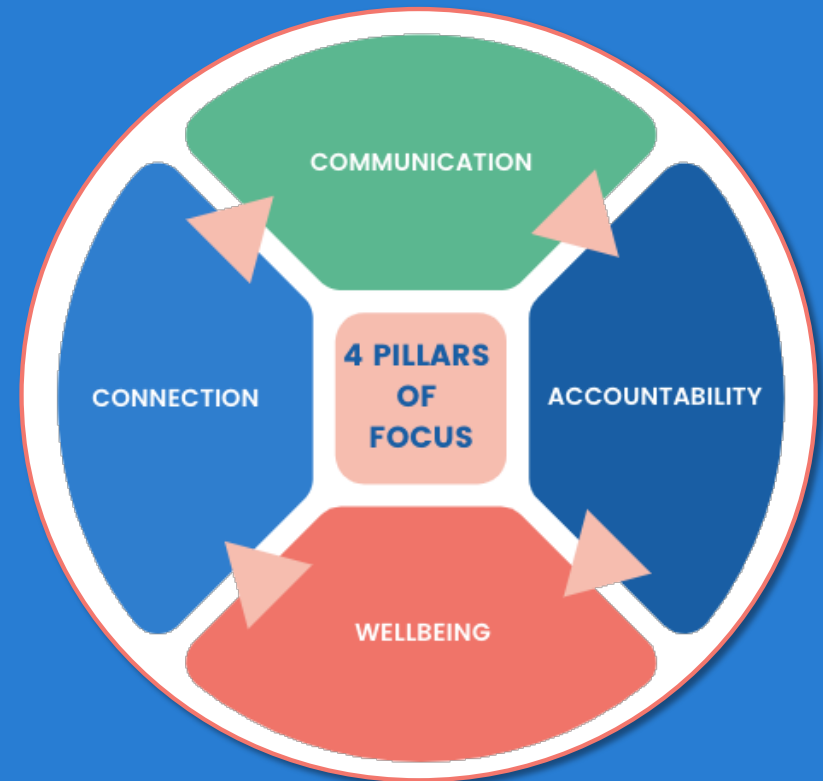
**Maria
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Remote Workforce
Consultant Product
Manager

Where It All Starts



Intentionality



Who's the best coach you've ever had/witnessed?



How would you describe the best coach you ever had in one word?



Today's Agenda

- **Accountability**
 - **Small wins to leverage internal motivation**
 - **Implementing coaching questions**





Poll Question

What is the **BEST** tool managers can use to motivate employees?

A

☐

Support for making progress in the work

B

☐

Recognition for good work

C

☐

Incentives

D

☐

Interpersonal Support

E

☐

Clear Goals



Poll Question

What is the **BEST** tool managers can use to motivate employees?

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Clear Goals

Progress Principle

Everyday Progress



Small wins that **build momentum** to larger goals & help **build internal accountability**

Implementing the Progress Principle

Actions that support work

- Setting clear goals with a goal setting system (OKR, SMART, etc.)
- Providing sufficient resources and time
- Weekly think tanks to encourage exchange of ideas
- Identify challenges/roadblocks and help your direct report with a plan to move forward

Acts of interpersonal support

- Create a Slack channel or thread dedicated to individual/team kudos
- Model the behavior to your team: "John, how can we support you with this project?"
- First 5-10 minutes of a one-on-one dedicated to a personal check-in

Apply consistently

- Establish norms for celebrating progress with your team and direct reports
 - Weekly team meetings
 - One-on-one check ins
- Asynchronous recognition on communication channels (Slack, MST Chat, email, etc.)
- Daily, weekly, monthly

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**Coaching
questions
are...**

A large blue circle with a green border is centered on the white background. Inside the circle, the text "Expected Open-ended Context seeking" is written in white, bold, sans-serif font, arranged in three lines.

**Expected
Open-ended
Context seeking**

Shifting our Questions



Management Questions

How is the project going?

How do you like your role?

Have you thought through your next steps in the project?



Coaching Questions

What went well this week as you made progress in this project?

What roadblocks did you experience?

What is your favorite task or activity you are currently working on?

If you could stop doing one thing that is on your plate, what would it be?

What are your next steps and how can I support you?

Key Takeaways



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- ✓ Great managers are coaches, not bosses.
- ✓ Recognizing progress and small wins is the best tool a manager can use to increase internal motivation within their team.
- ✓ Effective managers ask questions that are: expected, open-ended, and context seeking.

Questions & Next Steps

Remote Manager Series Direct Link



Click Here

Email us at
info@achurchconsulting.com
to talk with an Achurch team
member about the Remote
Manager Training Series.

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