

Remote Working - Comfort Zone to Relationship Zone

Nick Davies

Josh Greco

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The Association of
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Featured Presenters



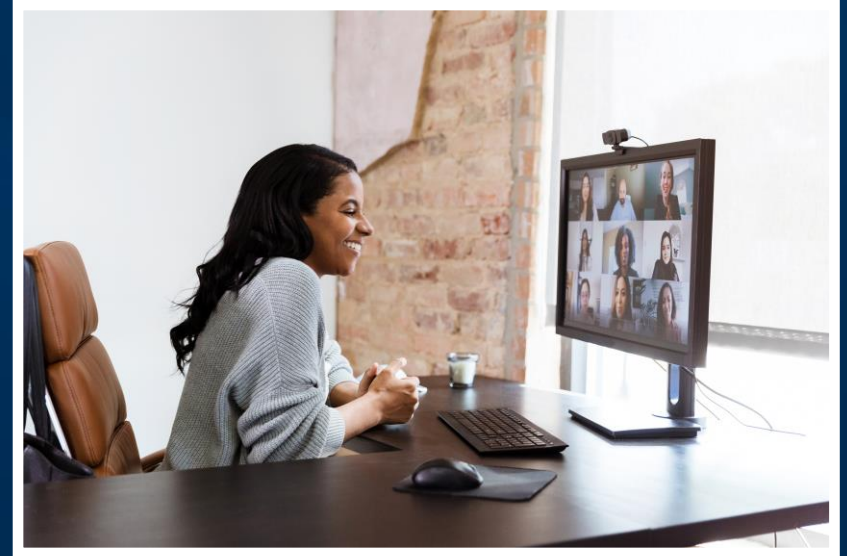
Nick Davies
Master Coach
ProAdvisor Coach



Josh Greco
Master Coach
ProAdvisor Coach

Agenda

1. Introduction
2. Learn the 5 principles of communication
3. Understand the 5 steps to leadership cadence success
4. Take away 3 ways to lead your team in any situation (**live coaching!**)
5. Conclusion
6. Key take aways



Remote Working - Comfort Zone to Relationship Zone

LEADERSHIP



Poll Question 1:

Is leadership a choice?

- a. Yes!
- b. No!
- c. Hmm, it depends

Poll Question 1 Results: (Placeholder)











Poll Question 2:

What level leader are you?

- a. Leading yourself
- b. Leading others 1 on1
- c. Leading a group
- d. Leading when you aren't there

Poll Question 2 Results: (Placeholder)

The 5 principles of communication



Cycle

Rapport

Relationship

Safe spaces

Clarity

Feedback





*People don't care how much you
know, until they know how much
you care*

Theodore Roosevelt

A close-up photograph of a newborn baby being kissed on the forehead by a man. The baby is wrapped in a thick, textured blanket. The man's face is partially visible on the right side of the frame, showing his eyes closed and a gentle expression. The text "Safe Space" is overlaid in the center of the image, underlined with a white brushstroke.

Safe Space



*Clear is kind. Unclear
is unkind*

Brené Brown

Feedback is a GIFT

A close-up photograph of a gift wrapped in blue paper. A dark blue ribbon is tied around the gift in a bow, with the ends of the ribbon extending outwards. The background is a soft, out-of-focus light blue.

Thank you!

Communication

Rapport

Relationship

Safe spaces

Clarity

Feedback





Poll Question 3:

What is communication?

- a. Talking to people regularly
- b. Sending detailed emails / distributions
- c. A connection to exchange information and feelings – to understand and to be understood

Poll Question 3 Results: (Placeholder)

An aerial night view of a city, likely Dubai, showing a complex multi-level highway interchange with many cars. The surrounding area is filled with illuminated skyscrapers and modern buildings, creating a vibrant urban landscape.

Systems for success

5 steps to leadership cadence



Cadence

Awareness

Environment

Design

Commit

Review

Remember that you will forget
everything!

A scenic view of a turquoise lake reflecting the surrounding mountains and forest. The water is crystal clear, mirroring the rugged, snow-capped peaks of the mountains in the background. The foreground is framed by the dark, silhouetted branches of evergreen trees. The sky is a clear, pale blue, and the overall atmosphere is serene and majestic.

*If your environment is not
to your liking, change it!*

Napoleon Hill



*Complexity is the enemy of
execution*

Tony Robbins



In or out?

Cadence

Awareness

Environment

Design

Commit

Review



Cadence – Example

Time allocation

- Minutes
- Hourly
- Daily
- Weekly
- Monthly
- Quarterly
- Annually

Jeff's System (VP of Sales)

1. Daily pipeline and activities updates – 15mins
2. Weekly - 1on1 check in – 30mins
3. Weekly sales coaching call – dial review – 30mins
4. Monthly review – what's your plan? 30-45 days – 60mins
5. Quarterly review – full team deep dive 120mins
6. Bi-annual review - full team + other leadership deep dive 240mins
7. Annual review – onsite coaching team – 1day+

Poll Question 4:

What is a successful leadership cadence?

- a. Having a system to support your artistry as a leader
- b. Having lots of meetings booked with your team
- c. Making sure you are getting all the 'updates' you need

Poll Question 4 Results: (Placeholder)



3 ways to lead your team in any situation



Everyone has
good intention
– believe!



Create
alignment



Focus on
outcomes

Set the stage 1

Who are the players:

NY based leader – EDT (Coach Nick)

India based employee – IST (Coach Josh)

Set the stage:

Client report due at 9am Monday EDT was missed; responsible employee doesn't start shift until 11am EDT. Client has called to alert NY team - EDT.

Start:

India employee calls US at 11:30am EDT...

Set the stage 2

Who are the players:

London based leader – BST (Coach Nick)

Chicago based employee – CDT (Coach Josh)

Remote employee in England - BST (reference only)

Set the stage:

Chicago employee upset with remote England employee, due to missing deadline 12pm CDT Wednesday.

Start:

London leader video call rings 6pm BST...

Set the stage 3

Who are the players:

Hong Kong based leader – HKT (Coach Josh)

London based leader – CDT (Coach Nick)

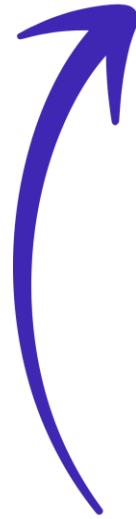
Set the stage:

London leader frustrated with lack of completeness in daily handover email.


Start:

London leader calls HK leader 10am BST...

Intrigued, want more?



SCAN ME

A close-up photograph of a person's hand holding several white dice. One die is in mid-air, having just been tossed. The hand is wearing a blue watch. The background is dark and out of focus.

3 ways to lead your team in any situation

- Everyone has good intention – believe!
- Create alignment
- Focus on outcomes

Poll Question 5:

What's the primary way to lead your team in any situation?

- a. Belief that everyone has good intention
- b. Take control
- c. Let the situation play out
- d. Tell everyone what they should and should not be doing

Poll Question 5 Results: (Placeholder)







“ Saying hello doesn't have an ROI.
It's about building relationships”

- Gary Vaynerchuck

“ People will forget what you said,
people will forget what you did,
but people will never forget how
you made them feel.”

- *Maya Angelou*

Questions and Answers



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Thank you!



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