

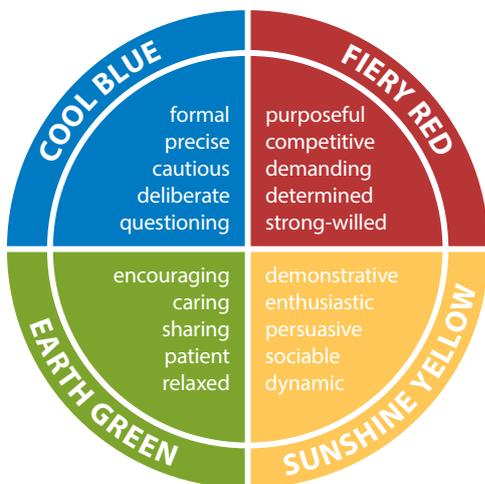


Virtual leadership: tips to improve impact

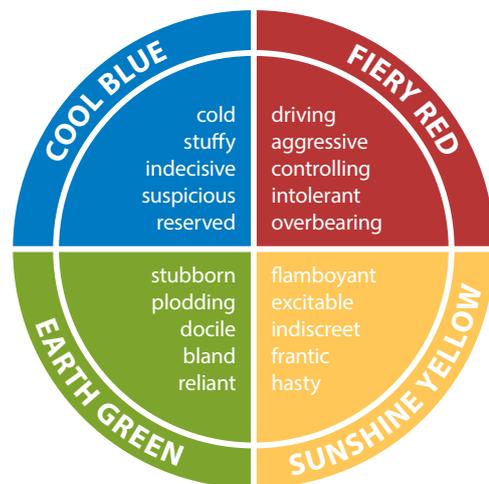
Leaders have never been more important than in the times we presently live and work. The potential challenges of virtual leadership can also be opportunities which create defining moments that build stronger team relationships and resilience. Strong leadership begins with self-awareness, understanding the impact you have on others, expressing yourself authentically and adapting to strengthen connections with individuals you lead.

These tips offer practical ways to positively impact virtual leadership through the lens of your colour energies. Lean into your colour energy abilities to make the most of the current challenges and strengthen the bonds that will create trust, morale, engagement, and productivity.

Good day behaviours



Bad day behaviours



Leaders with a preference for Cool Blue energy

If you lead with a Cool Blue preference, consider the following for more impactful virtual leadership.

Good day: Precise, analytical, cautious, attention to details

Bad day: Indecisive, cold, reserved, sceptical

- Uses logical thinking and sound reasoning to make assessments and decisions
- Objective and principled
- Provides a thoughtful, consistent and considered approach to leadership
- Allows others to think through issues before concluding

Cool Blue tips to leverage strengths for virtual leadership impact

- Use your strength in defining processes and guidelines to support the team to work in a more streamlined and collaborative way
- Provide individuals with factual information and just the right amount of detail so the team understands tasks, expectations and objectives. Be aware that others may not require as much detail as you prefer in order to be productive
- Schedule regular check-ins and provide an agenda or expectations so individuals are prepared for the meeting
- Use your sound thinking to provide feedback that is clear and considered
- Ask team members for their opinions on addressing any issues and provide them time to do so

Leaders with a preference for Earth Green energy

If you lead with an Earth Green preference, consider the following for more impactful virtual leadership.

Good day: Mentoring, collaborative, encouraging, relaxed

Bad day: Stubborn, plodding, dependent, unresponsive

- Relies on personal and subjective criteria like values, opinions, and beliefs
- Provides help and support
- Respects others' values and choices
- Creates an ideal environment for teamwork

Earth Green tips to leverage strengths for virtual leadership impact

- Use empathetic listening and understand the effects of remote working to provide stability for the team
- Create more team cohesion by supporting each person to create a more ideal remote working environment
- Set up regular check-ins with team members and offer a listening ear, appreciation, ask questions and provide clear instructions
- Help others to understand their individual objectives and how they fit into the bigger picture of the team goals
- Support others to identify their values and help them integrate this into their working life

Leaders with a preference for Sunshine Yellow energy

If you lead with a Sunshine Yellow preference, consider the following for more impactful virtual leadership.

Good day: Persuasive, dynamic, sociable, enthusiastic

Bad day: Disorganised, frantic, indiscreet, hasty

- Provides visionary thinking for future possibilities
- Acts as a catalyst for growth
- Stimulates group involvement
- Inspires teamwork with enthusiasm, encouragement, appreciation, and inclusion

Sunshine Yellow tips to leverage strengths for virtual leadership impact

- Use your enthusiasm and optimism to help the team be positive during change and challenging times
- Provide regular opportunities for video conferencing and interaction so that the team is engaged and collaborates. Make sure introverted team members are invited to speak and given time to reflect
- Create virtual team meetings that include fun and enjoyment
- Appreciate the team individually and publicly
- Set clear guidelines and use your visionary thinking to help the team keep their eye fixed on the goal
- Support others to grow by helping the team to understand the opportunity that challenges offer

Leaders with a preference for Fiery Red energy

If you lead with a Fiery Red preference, consider the following for more impactful virtual leadership.

Good day: Bold, efficient, focused, fast paced and action-oriented

Bad day: Intolerant, controlling, aggressive, and overbearing

- Brings pragmatism to their decision making
- Quick to initiate action
- Direct and to the point
- Clearly states what must be done by whom and by when
- Creates urgency

Fiery Red tips to leverage strengths for virtual leadership impact

- Don't rush. Give others time to contribute for a sense of ownership, involvement and inclusion
- Communicate clearly about your objectives so that the team understands who is doing what and by when. This clarity can prevent uncertainty and give individuals a sense of ownership and empowerment
- Understand blockers for individuals or teams and use pragmatism to remove these barriers so that workers can have the opportunity to meet objectives
- Invite team members to ask questions. Take time to listen and reflect what you hear to confirm correctness of the communication
- Provide feedback constructively
- Highlight small achievements for individuals and the team



Tips for all leaders:

- Identify minimum areas of self-care and insert into your daily routine. Support your team members to do the same. Examples: regular exercise, walking periodically throughout the day, breaks to listen to music, laugh, relax
- Consider the colour preference of those you lead and adapt appropriately. Recognise that those who prefer Fiery Red or Sunshine Yellow are extroverted and they need regular interaction with others. Those who lead with Cool Blue or Earth Green are likely more comfortable working remotely because of their introverted preference. Help them reach out to someone consistently during the week
- Consider team meetings that include video. Make sure all team members have an opportunity to speak on these calls
- Support others to identify what works for them and respect the differences. Trust your team members to be productive in ways that are unique to them