



3 Minute Mentor

Episode 45: Show Notes

Episode 45: Create & maintain a connection to employees.

It's not unusual to have team members in different cities or countries. Creating a connection to those employees can be key to executing your strategy.

1. Face to face meetings

It's hard to build a relationship with someone you have never met or seen. It can be harder still to follow someone you have never met. Take time to make sure your people know who you are and something about you. Use these times to share something personal about yourself or your family. These face to face times are a great way for people to get connected to you.

2. Objectives and Feedback

One of the most important things you can do is to give people feedback. Without clear objectives set between you and your team how can you give them feedback? Moreover, without feedback how can you fairly measure them? This feedback and measurement process is a loop that connects you to them. Previously, we have talked about giving reviews and the importance of honest feedback.

3. Constant communication

Have meetings every other week, at least with your direct reports. Make sure you use this time to listen and not just to talk to them. If you have a larger team, use "town hall" type meetings quarterly. If the team is spread over the world, you need to go and visit them. Don't forget to use technology like the web and video to reach out to the team.

Bottom line: It's hard to get people to follow you and you make it harder if they don't know you. Remember getting your team to follow you is your job, not theirs.

