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Making Performance Appraisals An Inspiring Event

Zenger Folkman

James M. Citrin, Darleen DeRosa



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Leading at a Distance James M. Citrin, Darleen DeRosa, 2021-05-25 A timely and hands on resource informed by lessons learned from Fortune 500 CEOs and executives **Leading at a Distance** provides executives with the necessary skills to successfully lead in the new virtual workplace backed by the research and expertise of global leadership firm Spencer Stuart Although working remotely is not new the global pandemic has placed virtual work at the center of everyday life And it has thrust workforce strategies to the core of business operations globally As the shift towards large scale virtual work continues to grow and become a permanent fixture by some estimates 30% of the workforce will be working virtually leaders must understand how to build virtual work environments that foster connected engaged and high performing teams Although some forward thinking companies and not for profit organizations have made significant investments in technology and virtual collaboration many others have simply joined the Zoom culture without fully appreciating what it takes to operate effectively at a distance on a sustained basis **Leading at a Distance** is a timely research based and highly practical guide for developing and implementing strategies for conducting high impact virtual work building trust and enhancing team unity Designed to help leaders shape organizational culture remotely this must have resource demonstrates how to conduct virtual onboarding for senior leaders build top teams from a distance manage accountability in the new virtual environment and much more A hands on toolkit filled with compelling examples expert insights and invaluable advice this book Provides clear guidance on establishing effective leadership in the virtual workplace Offers practical approaches for establishing strong relationships increasing employee engagement and coaching from a distance Addresses ways to keep geographically dispersed team members aligned and accountable Illustrates creative ideas for boosting team morale Features an overview of the unique challenges facing leaders in the virtual workplace Discusses often overlooked topics such as virtual hiring and onboarding Leveraging the authors in depth research and consulting experience **Leading at a Distance** is required reading for anyone needing to adapt to a virtual way of working and develop their virtual leadership skills to maximize organizational effectiveness and performance

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