

- Is your team “organically engaged” in the age of remote work?
- Imagine, that remote work is here to stay, do you think that your team will REMAIN engaged?

Whose responsibility is it to adjust to the times? Your people or you as the leader?



“Sino ba mag-aadjust?”

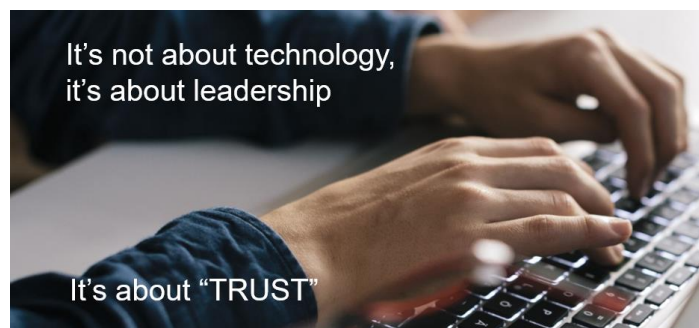
- “As Leaders, it is our duty to authentically connect with the TEAM.
- ...As Leaders, it is also our duty to make tough decisions for the benefit of the majority”

However, being a leader doesn’t mean to always be accommodating, it also means you must make the tough decisions necessary for the common good of the whole organization.

A lot of times, we hear and think, people working from home really can’t engage because of the lack of technology, or the impersonality of tech, or other similar thoughts.

I believe that It’s not about technology. It’s about Leadership, It’s about TRUST.

- Do your people Trust you?
- Do your people Trust Themselves?
- Do you Trust yourself?



If you want to be a Leader, you must remember this one simple rule: “It is NOT about YOU” It is about the people that you lead.

In March 2020, 2 weeks after the start of the lockdown due to COVID-19, I thought it best to communicate what I feel and believe as a leader.

My message was then and still is now this simple truth:



“If your people survive, your business survives”

There will always be resistance to change. But if people TRUST each other AND the leader

...they will resist less.
...words are not enough.



While communicating what you believe is important, words are NOT enough. As a leader, “Doing what you say and promise” is the key.



“Integrity is crucial in building Trust”

- Leader to Team
- Team to Team
- To ourselves

Integrity between the Leader to the team, the team amongst themselves and our commitment to doing what is right ourselves is where Engagement starts, not really about the technology and tools you use.



“Clear” Communication

Certainty Vs Clarity

There is a difference between being Certain and being Clear.

A lot of times, leaders are very certain of what they want, but not very clear on how to achieve it.

While saying “Kaya ko iyan” is a good start, a good, positive attitude is not enough. Leaders must show people a Clear Plan on how exactly to achieve what they want to achieve.



But a clear plan without the people “buying-in” to the plan will also not be enough.

As a leader, you must communicate to “INCLUDE” your people. Make them realize that THEY ARE PART of the Plan. Because, as mentioned, it is NOT about you, IT IS about THEM.

And that goes all the way to executing the plan. Being inclusive also means joining them in the trenches, being there and figuring out how to tackle certain situations- TOGETHER.

...But it is also making them realize that you are entrusting YOUR future to them as well.

- **Are you willing to be more “vulnerable” with the people you lead?**
- **Do you want more “Fans” or “Friends”?**

In the past, leadership was more a “Command and Control” scenario where the leader needed to show strength by making people, they lead their “Fans”

Today, leadership has changed to “Collaborate and Empower” which redefines strength as “allowing people to become “closer” to the leader and collaborate and GROW together.

Today, we build “Friends” to grow more Leaders. If you still feel that it is LONELY being a leader, it simply means, you NEED to have MORE Leaders beside you. Because as John Maxwell puts it “There is a LOT of room at the Top”

CONFIDENCE IS ANOTHER CRUCIAL KEY TO ENGAGEMENT

- Have the intention of helping your people first.
- Build Leaders, not followers
- Instill your confidence in them.
- Let their confidence grow through Results
- Be there every step of the way
- Develop Gratitude for each other



All people from all walks of life have insecurities. That includes your people, that includes you.

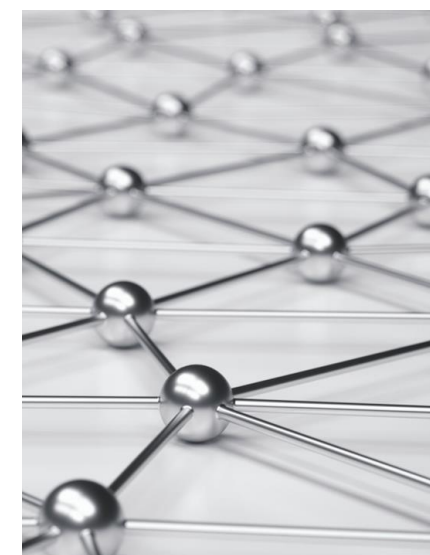
However, as a leader we tend to have a bit more “confidence” in certain areas compared to the people we lead.

So, if you have the intention of helping your people, you instill and lend your confidence to them. Then let their own confidence grow through the results that they make.

It is important to be there every step of the way.

Confidence is CRUCIAL to your team’s growth, not just for Engagement.

Let’s summarize:



People engage when there is

- Integrity and Trust
- Clear Communication
- An Inclusive Plan
- Confidence

...People COMMIT

- When they see Results
- When there is Gratitude
- When they want Growth
- When they know...

That the LEADER also depends on them

While our topic today was Leadership and Engagement, if you really understand and relate to everything discussed, if you are patient enough to see and live by these lessons, you will have your people’s COMMITMENT and not just engagement to a brighter FUTURE NORMAL

Thank you very much. – **Mark So, Chairman and CEO, Businessmaker Academy, Inc.**