

# managing a distributed team

by guest contributor Anne-Marie Lowery

A bit about Anne-Marie, she is a senior HR business leader in the tech industry and also runs a truly innovative coaching company called 'The Inside Out Coach' utilising the power of nature, the outdoors to connect, breakthrough and build new habits. Anne-Marie is a certified Executive and Life Coach and hold qualifications in Fitness Instruction and Personal Training. In addition, she holds a Degree in Communications Studies, a Masters in Human Resource Management and certified through the British Psychology Society for Psychometric Assessments.



## Turning Adversity into Opportunities :

Often it's easier to throw in the towel when challenges and obstacles raise their heads. As individuals and as teams, it takes a growth mindset to look at the challenges and think of ways to overcome them and to continue moving forward.

Dr. Paul Stolz is the originator of the Adversity Quotient and is the lead expert on the subject. We can use the Adversity Quotient to look at setbacks that we are faced with and use these to drive forward. This can also be done within your team!

Remote working and managing a distributed team may not be ideal for you as a leader or for individuals on your team or for your team as a whole. But, like challenges you have faced in the past and inevitably will face again in the future, this challenge is here and you have the option to throw the towel in or to get creative in how you (and your team) choose to view the situation.

### The Adversity Quotient includes the following :

- Control: what can you and your team control and influence?
- Ownership: the ability to decide to improve the situation  
Hint - this doesn't always have to land with the leader of the team, it may look like a commitment from the team as a whole - yes including you as the leader - to improve what you can as a team
- Reach: the ability to understand that the current situation does not affect you and all that you are as an individual and/or a team
- Endurance: the ability to see it through the challenge and endure it.  
*Hint : know that this situation is temporary and this too will pass! Challenge those who see this situation as indefinite. Each one of you and your team have control over how we respond to our environment.*

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## Tips for bringing the Adversity Quotient into your team:

- Share this information with them to get them thinking about how they are choosing to show up in this current situation
- Use your team meeting to ask one question and do a round table to get people's input  
*Hint : by including this as a round table, this will enable accountability with all those in your team, including you!*

### Questions suggestions:

- What is one thing within your control that you are choosing to have a positive impact on this week?
- How will you know when you have achieved this?
- Name one thing that you can take ownership of for the coming X days/weeks that will continue to drive our team forward?
- Share one idea with the team whereby it could improve \_\_\_\_\_  
Ideas to improve on may include remote working rhythm, building further community & connection. The list is endless, but remember, it's what is specific for your team
- How will we support one another (and endure!) when reality bites hard?  
*Hint : during this time, people will likely be on a roller coaster of emotions so these highs and lows will differ for each individual and likely will arrive at different times. It's important to create an openness and a level of trust within the team in order for this support network to become fully effective.*
- Similarly to motivation, it will change over time so perhaps use this model again in future weeks to check back in with the team. It will be a great opportunity to gain insight into their mindsets and where their current resilience is at in relation to being a part of a distributed team