



# Leading Remotely

*Equipping you to adapt to the disruption and challenge brought about by the Covid-19 pandemic, and get the best of your business and people through remote work.*

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**Covid-19 is a health and economic situation that has all the features of a complex crisis on a global scale. This has brought disruption in our day-to-day ways of leading and managing our people.**

## Remote Working Challenges

Never before have organisations been forced to arm themselves and their people to embrace new ways of working with new levels of trust. Disruption of this speed and magnitude is a leadership challenge most of us have never contemplated, and is further complicated by the introduction of physical distancing, working from home and virtual teams. In order to be effective in this new context, leaders need to recognise and rapidly adopt new capabilities, different mindsets and develop the ability to manage capacity.

The uncertainty around the timelines on when this will all be over further complicates matters, especially as many did not have remote working previously embedded within their culture.

During turbulent times like these, employees look to their leadership for clarity and direction. Doing this remotely is anything but easy especially those venturing into this for the first time.

On top of questioning their personal style of leadership as they lead at a distance, leaders must also, with urgency, learn to navigate technology platforms all whilst managing issues with cash-flow which may impact the investment outlay that may go into such an initiative.

### Weathering the storm...

Working remotely has become a necessity that we believe has the potential to have a positive impact on a number of organisations that can make use of it, even once the situation returns to normal.

We understand that leading virtually in times of disruption is a challenge in itself. We also know that beyond this Leaders are face with a myriad of other challenges. KPMG are leading a number of other initiatives across areas to support you as you navigate this time of uncertainty including business restructuring, people, technology, and strategy.

KPMG in Malta has tailored a specialised service offering aimed at assisting organisations like yours to address the immediate needs that this disruptive change brings about.

By combining Executive Coaching for Leadership capabilities from our People & Change team, and IT Advisory from our Digital Solutions team we can assist you with adjusting to the new reality.

More than that, we believe this is an opportunity for you to emerge as a stronger organisation out of this experience.

## Virtual Leadership – People & Change

### Getting results

How can you set reasonable expectations, monitoring performance goals and outcomes, and extract the best out of your people?

### Engaging & motivating

How do you build trust, understand your people's perspective, communicate effectively, motivate your teams, and safeguard the well-being of your people?

### Understanding yourself as a leader

How do you get honest feedback, understand your virtual impact, and set personal boundaries?

## Virtual Platforms – Digital Solutions

### Business Continuity

How do you plan for the worst, handle responsibilities and governance and stay secure when a crisis hits?

### Remote Infrastructure

How can you leverage technology, what solutions are out there, what should you prioritise, and how do you get started?

### Future

How does this fit into your digital strategy, and how can you embrace technological disruption and leverage this in the long term to provide a better customer experience?

**We can support your organisation to embrace the current disruption brought by remote working, and turn it into an opportunity you can leverage now, and exploit once the storm is over.**

**For more information on how we can assist you, please do not hesitate to contact us:**



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