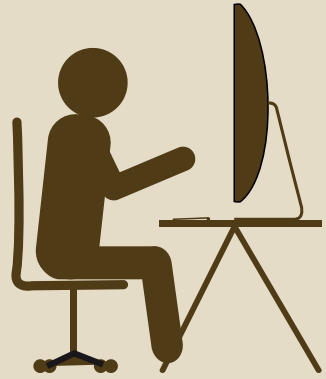


OVERCOMING REMOTE LEADERSHIP CHALLENGES: LESSONS LEARNED FROM COVID-19

AUTHORS



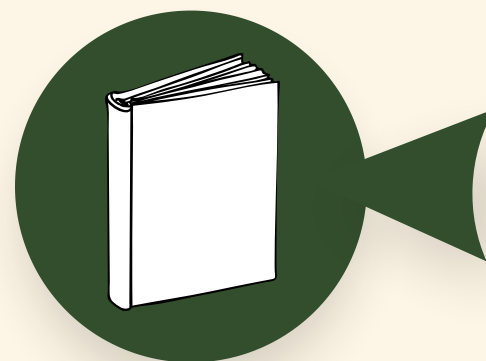
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Keywords: Leadership; Team Management; Remote Work; Covid-19; Human Resources Management.



Purpose

This study aims to investigate how leaders are overcoming remote work and team management's challenges while navigating the pandemic context that we are now facing.

Characterization

We employed a qualitative approach by conducting interviews with a sample size of n=40 responses. In addition, we performed a comprehensive bibliometric analysis utilizing resources from Web of Science and Science Direct.

Implications

The study centers on the research of relevant leadership competencies, practices, and techniques that can contribute to overcoming the challenges that may arise in remote teams' settings and contribute to the body of knowledge on the subject of Covid-19.

Conclusions

The transition to remote work settings has presented teams with unexpected opportunities to gain valuable insights regarding: (1) the prevalent and user-friendly digital tools; (2) the primary challenges encountered by leaders; and (3) the expectations of teams during times of crisis. Furthermore, they underscore the existence of three crucial dimensions that require attention in fostering work-life balance and cultivating the necessary soft skills to support teams effectively.

Central question

How did team leaders adapt to a remote-work setting during the Covid-19 pandemic?



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For future research, it is strongly recommended to conduct longitudinal studies.



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