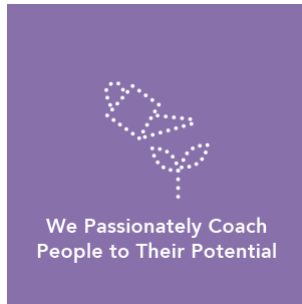
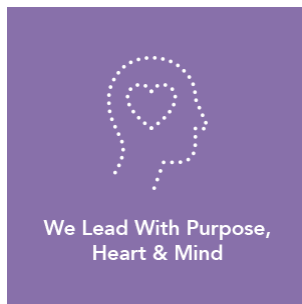


# Challenge for managers in SWoW

As a person, the manager needs to take the ownership of the Activity Based Working, being the first to play the game (role model). Doing so, the manager agrees to be more visible / exposed (leaving their private office to an open space). S.He agrees to perform specific efforts to manage the confidentiality topic.



Managers also pay attention to regulate the functioning / cohesion of the team and ensure the application of the team agreements. Remote collaboration and trust implies to let go the "control management approach". Managers will assign SMART objectives and rely on their coaching skills to manage on output and unleash full potential, develop the collective capacity and get the most out of the team.



Remote collaboration, building a more inclusive workspace, leading with purpose, heart and mind ... all this transformation relies on :

- a strengthened role and capacity of team leaders to ensure team connection and authentic exchanges, which requires adapted communication and management styles remotely.
- skills of remote meeting & team animation
- the revisited leader's role in wellbeing, beyond the site's boundaries to address workload, isolation, ... remotely, as a key vector for creating sense of belonging