

# THOUGHT LEADERSHIP FROM THE EXCEPTIONAL WOMEN ALLIANCE



BY LARRAINE SEGIL

*Featuring:*  
**Janelle Bieler**  
*Division President,*  
*EmployBridge*



**Janelle Bieler's** mission is to match incredible talent with incredible companies. As Division President for the West Region at EmployBridge, she's in the right position to do just that.

Today, Janelle shares **advice for managing remote employees**.

"Remote work is here to stay. What became essential during the pandemic, people doing their jobs from their kitchen tables, has now normalized into a standard work practice.

"The question now is how to best manage a remote workforce, since for most managers, all they've ever done is manage people face-to-face.

"Two strategies that I've not only had success with myself but also seen work well in other organizations are **building a trust factor** and **creating moments that matter**.

"There is absolutely an element of trust that comes with remote work. The challenge with trust is on both sides—employers aren't sure people are truly working, and employees are putting in more hours to constantly prove that they are.

"Managers can build trust by creating checkpoints, such as daily meetings or shared documents, that provide a measurement for remote work productivity.

"My second suggestion, one that I've done myself, is to bring people together in meaningful ways. It's not about just showing up to the office periodically. Every month we have a Town Hall, and I ask my management staff to go to their local site and spend the day with colleagues in their geographic area. These are fun events but also with a purpose behind it.

"We want and need all our people, wherever they work, to feel connected to each other and to the culture."

Janelle's ideas are wonderful for establishing new practices for making remote work beneficial and successful for both employer and employee. If you try these techniques, I'd love to hear your results!

Until next time,

*Larraine*

Founder, Chair & CEO  
Exceptional Women Alliance Foundation

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