

# ACCELERATE

Leading from a Distance

August 26<sup>th</sup>, 2025

# Leadership

Process – Not an Event

Train

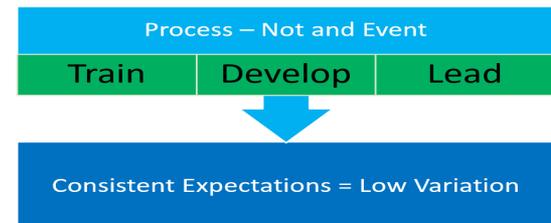
Develop

Lead

Consistent Expectations = Low Variation

# Break it DOWN

- Train – “To *Develop* others through instruction, teaching, and expectations”.
- Deveolop – by-product of training. This is the growth phase.
- Lead – Hold accountable to your level expectations.
- Goal – Capable of producing the same results without your presence.



# Why does Leadership Fail?

- We lack training (instruction and teaching)
- We go straight to lead (expectations) and skip training and development
- We don't allow development (growth and micromanage inputs and outputs)
- We train and develop and allow drift in our leadership (level of expectations)
- Our strategy is inconsistent = High Variation

# 1994 – 2000 (2016)

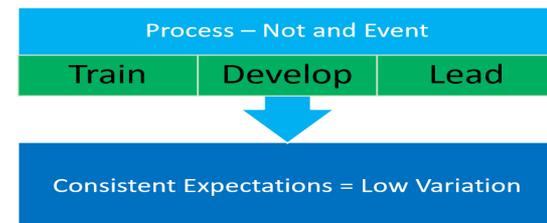
- I worked for Circle Four Farms
  - Smithfield
  - Carrols
  - Murphy Brown
  - Prestage
- Visit made from all partners I called them the
  - Blow IN
  - Blow UP
  - Blow OUT

# Blow IN, Blow UP, Blow OUT

- Lacked clear direction
- No training – straight to expectations
- Several different strategies (4) – High Variation
- Left with no clear expectation
- Lacked follow up
- Added frustration

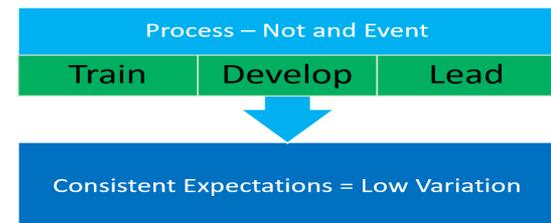
# Now what does this all have to do with Leading from a Distance?

- Folks leadership is leadership.
- It doesn't matter if it is next door or 3 states away.
- TRAIN, DEVELOP, LEAD
- With these steps in place Leadership is Leadership.



# Remote Leadership is More Difficult

- Lacks Face to Face Interaction
- Generally, ALL business when together
- Hard to confirm your expectations on a routine basis



# How to COMBAT Remote

- Create relationships – DO not make it all work.
  - Local you know better
  - You talk about other things than work?
    - Sports, Hunting, Golf, Weekends, Family
- When you are together make the most of it
  - Think of when your out of state family comes for a visit.
    - Zoo, Movies, Out to Eat, Games, Fun
- Don't avoid hard conversations.
  - Remote or not they still need to be had.
  - If possible do face to face.

# Face to Face

- Always try! If remote they will understand, but cannot be every time.
- Hard Conversations
- Year End Goal Reviews
- Critical Conversations
- Promotions
- Celebrations

# In Closing

- Leadership is Hard
- Remote Leadership is Harder
- Both take the same approach, same commitment, and same expectations

