JAMES**SCHRAMKO**

4 Tips for Running a Great Virtual Team

1. Treat them as team members - The fact that they're remote doesn't make them any less human beings and an integral part of your team. Don't let terms such as "virtual assistant" limit the scope of what they can do. They are not tools or parts of a machine.

2. Make it your responsibility to be a good boss and leader - Your success is tied to the success of your team. Get to know them and their challenges, take pride in their accomplishments, and aim for them to have a good life.

3. Be aware how new tools impact your team - Tools like AI may appear a threat to some team members. Give them access and show how a tool can augment their output, not replace them. Involve them as well in deciding what tools you will use and keep. Have a regular evaluation of tools, asking:

1. Do you really need it?
2. Do you know how to use it properly?
3. Is it the best tool for the job?

4. Let people grow by making mistakes - People don't start out knowing everything they need to know. And to learn, they have to sometimes make mistakes. Create an environment in which this is safe. Give people the freedom to grow into or out of the roles you hire them for.

Tega Diegbe helps people build great virtual teams to support their businesses - look him up at tegadiegbe.com