

Anthony J. Colciaghi and Neil Sahota Interviewed by Fotis Georgiadis

*Anthony J. Colciaghi, leads FCA's Legal Workplace Practice & Corporate Studio.
Neil Sahota, IBM Master Inventor, UN AI Advisor, author & Professor at UC Irvine*

GREENWICH, CT, USA, November 24, 2020 /EINPresswire.com/ -- Fotis Georgiadis, owner of the blog by his namesake, is a branding and image consultant specialist with a robust background and is a visionary interviewer. With a knack for pulling out a well-rounded interview, not only covering cutting edge technologies and corporate directions but also bringing out the personal side of the interviewee.



Anthony J. Colciaghi, leads FCA's Legal Workplace Practice and Corporate Studio

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“If you’re going through hell, keep going.” Winston Churchill. There are times when life can be difficult, but power through, you will get to the other side—and the battle will make you stronger.”

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What advice would you give to other business leaders to help their employees to thrive and avoid burnout?

One: Be a good listener. On any given day, a third of your employees can be dealing with a significant personal issue that can affect their performance. Recognizing this or checking-in with your staff regularly, like catch ups over coffee and asking about how they are doing is key to

helping uncover, understand, and open a door to talking and possibly asking for help.

Two: Engage and mentor your staff. Ask what else your company can do to make work more enjoyable (every office and culture are different); have mid-year check-ins with all staff; try to offer varied work experience for hands-on work—especially for junior staff; offer mentoring programs and on-site experiences.

Three: Learn from your work. Have debriefs at the end of projects and take time to understand your lessons learned.

Four: Always play as a team. A good leader can and does fill-in at any level and any moment in time—play as a team, everyone including the leader does whatever it takes.

Five: Be there for your team. Leaders must always provide a safety net or know who to call to get one.

Ok, let's jump to the core of our interview. Some companies have many years of experience with managing a remote team. Others have just started this, due to the COVID-19 pandemic. Can you tell us how many years of experience you have managing remote teams?

My firm has had as many as four locations; and we currently have three. Running our firm primarily out of Philadelphia, I have over 20 years of working with remote project teams. And we routinely have specialty consultants who are often remote. We have been using the tools and technology for this for years, thankfully. The pandemic shifted this (working with our offices, teams, individuals, consultants) to the entire workforce—ours and our consulting partners—to being 100% remote for the first few months. [...]

[Read the full interview here.](#)

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Neil Sahota, IBM Master Inventor, United Nations (UN) AI Advisor, author of the book *Own the A.I. Revolution.*, and Professor at UC Irvine

Managing a team remotely can be very different than managing a team that is in front of you. Can you articulate for our readers what the five main challenges are regarding managing a remote team? Can you give a story or example for each?



Neil Sahota, IBM Master Inventor, United Nations (UN) AI Advisor, author of the book *Own the A.I. Revolution.*, and Professor at UC Irvine

There is no professional and personal life separation. As much as we would like to keep things work related as leaders, it is not really possible in a remote work environment, especially during Covid. The average American works 9.4 hours a day. That number is higher for people who work remotely. When people are spending around 42% of their day (24 hours) working, it's about work life integration. I had a situation where an employee who worked from home had a horrific tragedy. Their teenage daughter died in a car accident. Even a month later, it was apparent this person was not moving towards "alright." This is where a leader must move beyond being the "boss" to being an empathetic person. I was genuinely concerned about the personal welfare of my employee and their family. There was no "professional life" and "personal life," but just life. By offering that support and encouraging professional help, the employee was ultimately able to move on. However, without this support, it probably would not have happened. We forget how much of life is intertwined (or absorbed) by work.

As leaders, we are responsible for the inclusion of our employees. Even pandemic aside, many people often feel isolated or "I'm by myself" when working remotely. Humans are social animals. We need to belong to something. With remote work, many people lose that sense of belonging and feel disconnected. That's not the employee's problem. This is our problem. Now, many enterprises organize virtual happy hours, birthday celebrations, etc. to create that sense of camaraderie. It is not the same. Even when people are toasting a major project milestone in their homes among their virtual teammates, they often still feel alone. Leaders need to create time where the meeting is not about work but just a chance to connect. When I was managing a team across thirteen countries, I started an internal channel for them to socialize. To drive this, I set up a weekly ice breaker question asking questions like what is your favorite movie, song, cartoon, or book? This worked wonders as it gave people a chance to open up, socially, without concern about backlash or unprofessionalism.

As leaders, we are responsible for the resilience of our teams.

[Complete reading the interview here.](#)

You can reach out to Fotis Georgiadis at the below-listed website, email and social media links to discuss how he can help your brand and image.

About Fotis Georgiadis

Fotis Georgiadis is the founder of DigitalDayLab. Fotis Georgiadis is a serial entrepreneur with offices in both Malibu and New York City. He has expertise in marketing, branding and mergers & acquisitions. Fotis Georgiadis is also an accomplished VC who has successfully concluded five exits. Fotis Georgiadis is also a contributor to Authority Magazine, Thrive Global & several others.

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