

**Introduction**



**PILAR ZULUETA - International Mindset** Pilar.Zulueta@warnerbros.com

- GM for consumer products for Warner Bros across 14 countries
- New properties, negotiated licensing agreement and implementing global strategies for all WB brands including Harry Potter, Batman, Looney Tunes and European soccer, etc.



**MARK FRITZ - International** www.markfritzonline.com / mark@procedor.com

- Lived in: Egypt, Italy, Japan, Netherlands, Singapore, UK, USA
- Led Operations in: Asia & Europe
- Visiting professor at international business schools across Europe



**DISTANCE MAGNIFIES - Importance of Being the Best You Each Day**

- Distance magnifies everything a leader says or does
- Determine your attitude ahead of time (regardless of the circumstances)
- Setting the example, day in and day out is critical for leading remote teams

**Success Factors**



**TRUST - Creating Ownership Across the Organisation**

- Trust is the “foundation” for the successful remote organisations
- People who trust each other don’t let small issues distract them
- Each of us maintains a sort of “Trust” bank account with others



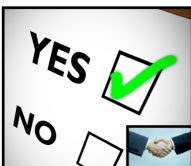
**OUTCOMES FOCUS - Creating Ownership Across the Organisation**

- It will focus everyone on achievement (results), not just on the activities
- It helps to get everyone aligned and drives teamwork (to the outcome)
- Successful if... (it’s a great question)



**CREATING “GLUE” - Trust, Information Sharing & Common Processes**

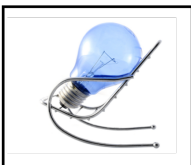
- Leaders need to drive the creation of the “Glue”
- Remember, information shared has real power
- Common processes support the “Glue” that holds together teams



**PLAY THE GAME OF POSITIVE POLITICS** (GETTING OTHERS ALIGNED WITH YOUR FOCUS)

- Stakeholder management is a key skill for successful remote leaders
- How can we help make each other be more successful?
- Never take the politics negative

**And Finally...**



**DON'T WAIT FOR THE INSPIRATION - Take Action NOW!**

- Successful people don’t wait for the inspiration to take action
- They know that inspiration is the result of taking action (and NOW!)
- You know it as well... After taking action you get more and more inspired

**Your Notes:**