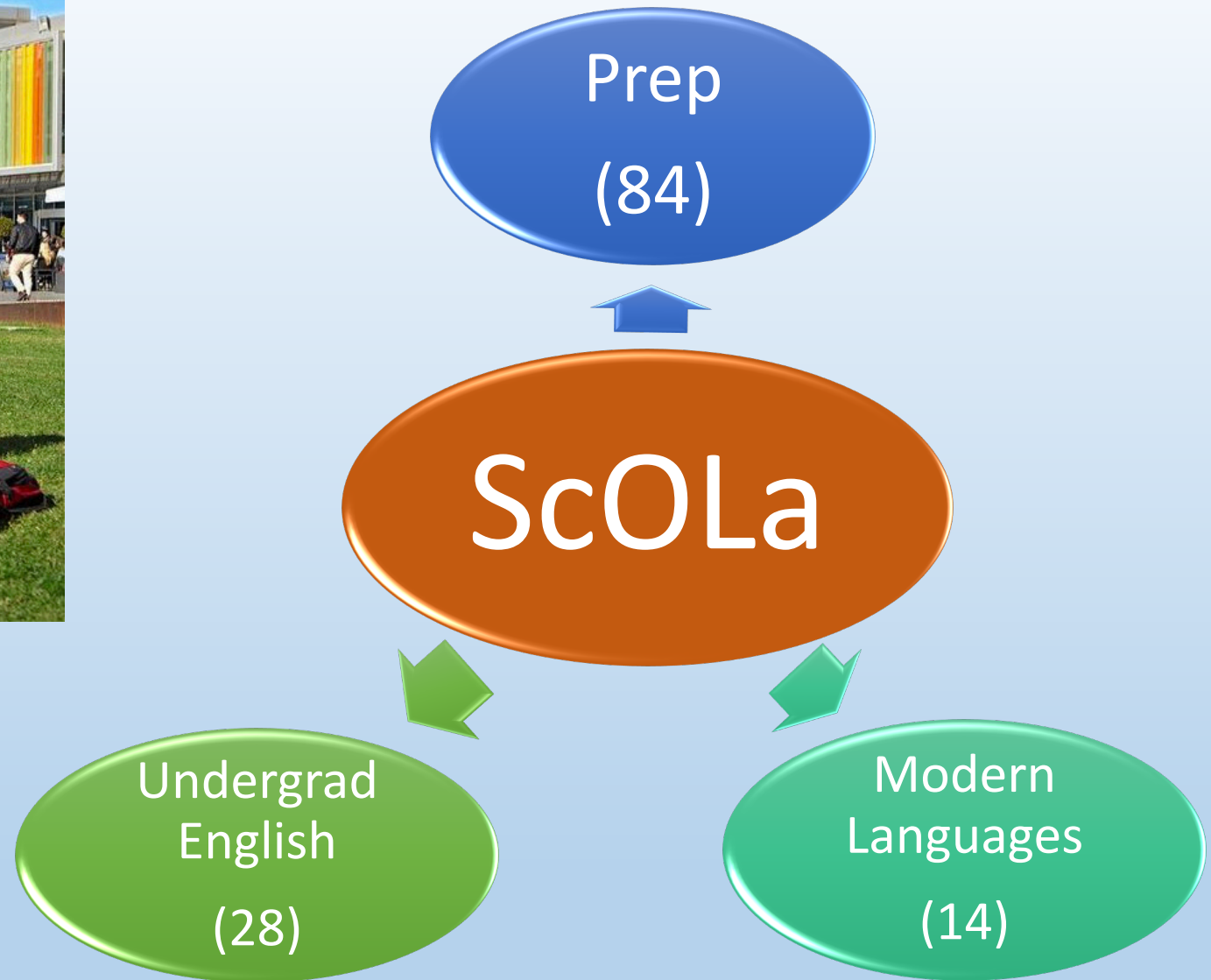


Leading a team remotely: A catalyst for the move from 'self' to 'team' and 'organization'



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PREP
(84)



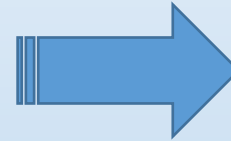
3 Levels
(A2, B1, B2)

6 Teams of
English Language
Instructors

The unexpected shift to distance education



- What do we do now?
- How do we do it?
- What do we need to do it?



- Health & well-being
- Information transfer
- Technological platforms
- Reaching out students
- Making materials accessible
- Arrangement of working hours and schedule

- How are we doing?
- Is there anything we need to improve further?
- What else do we need to achieve our goals more successfully?



The unexpected shift to distance education

- Developmental sessions on effective online teaching
- Sharing best practices
- Online platforms for systematic sharing
- Online classroom observations/peer observations
- Expectations & feedback cycle
- Individual support
- Options



Controlled Motivation

Autonomous Motivation

Lower Motivational Quality
(e.g., performance & wellness)

Higher Motivational Quality
(e.g., performance & wellness)

AMOTIVATION	EXTRINSIC MOTIVATION				INTRINSIC MOTIVATION
	External Regulation	Introjection	Identification	Integration	
<ul style="list-style-type: none">Lack of perceived competence, orLack of Value	<ul style="list-style-type: none">External rewards or punishmentsComplianceReactance	<ul style="list-style-type: none">Ego InvolvementFocus on approval from self and others	<ul style="list-style-type: none">Personal importanceConscious valuing of activitySelf-endorsement of goals	<ul style="list-style-type: none">CongruenceSynthesis and consistency of identifications	<ul style="list-style-type: none">InterestEnjoymentInherent satisfaction
Impersonal	External	Somewhat External	Somewhat Internal	Internal	Internal



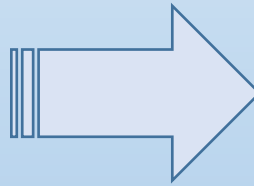
<https://www.avoseedo.com/>

SELF-DETERMINATION THEORY (SDT)

AUTONOMY

COMPETENCE

RELATEDNESS



- Internalization
- Intrinsic motivation
- Better performance
- Greater psychological well-being

Edward L & Ryan, Richard M. Deci - Self-Determination Theory_ Basic Psychological Needs in Motivation, Development, and Wellness-The Guilford Press_ Guilford Publications (2017)

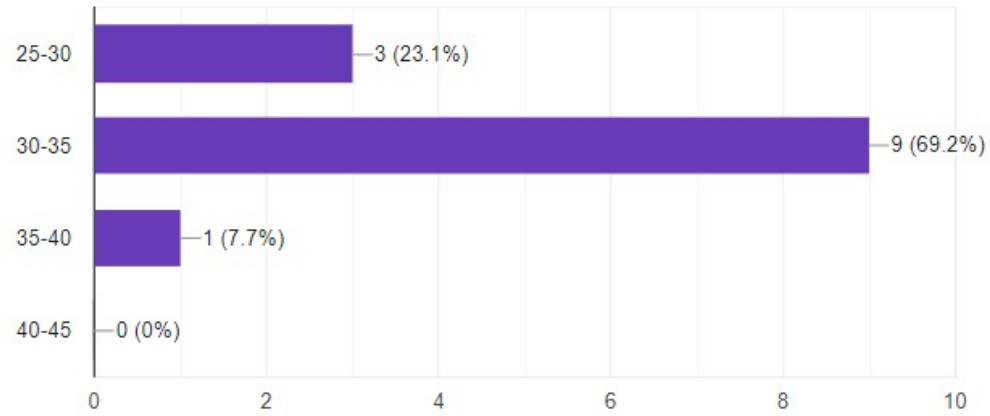
Deci, E. L., & Ryan, R. M. (2000). The “what” and “why” of goal pursuits: Human needs and the self-determination of behavior. *Psychological Inquiry*, 11, 227–268.

Edward L. Deci, Richard M. Ryan. Intrinsic Motivation and Self-Determination in Human Behavior-Springer US (1985)

Paul A. M. Van Lange, Arie W. Kruglanski, E Tory Higgins - Handbook of Theories of Social Psychology_ Volume One-SAGE Publications Ltd (2011)

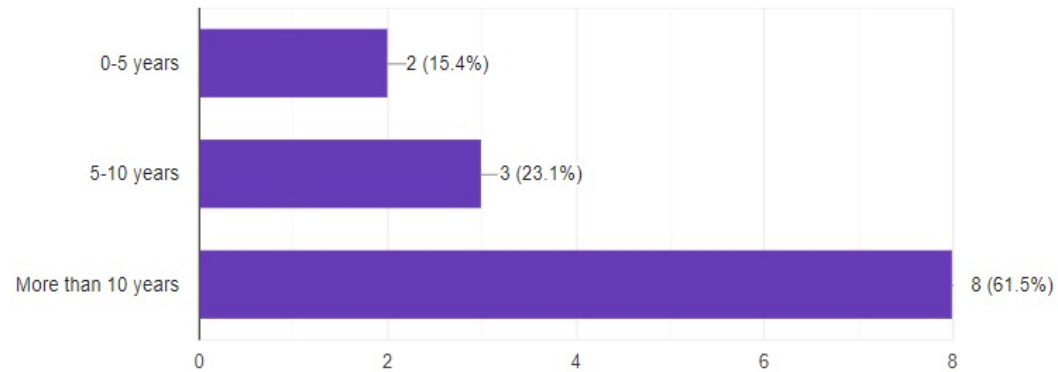
Age

13 responses



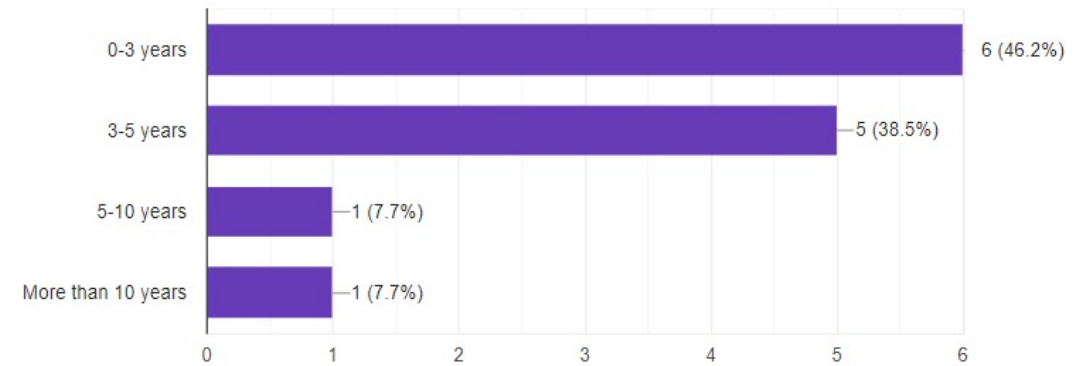
Total years of teaching experience

13 responses



Years of experience at Ozyegin University School of Languages

13 responses



Basic Psychological Need Satisfaction at Work Scale

(Deci, Ryan, Gagné, Leone, Usunov, & Kornazheva, 2001; Ilardi, Leone, Kasser, & Ryan, 1993; Kasser, Davey, & Ryan, 1992).



4.79 Autonomy

5.82 Competence

5.18 Relatedness

Basic Psychological Need Satisfaction at Work Scale

(Deci, Ryan, Gagné, Leone, Usunov, & Kornazheva, 2001; Ilardi, Leone, Kasser, & Ryan, 1993; Kasser, Davey, & Ryan, 1992).

What has fostered 3 basic psychological needs?



Autonomy

- **Flexibility**
 - lesson delivery (synchronous & asynchronous)
 - lesson planning and material design & use
 - using online tools
- **Options**
 - meetings
 - feeling of no pressure
 - deadlines
 - classroom observations (live/recorded)
- **Clear communication**
 - information flow
 - expectations
- **Decision making** (collaborative/individual preference)

What has fostered 3 basic psychological needs?



Competence

- **Goal setting and achievement**
- **Learners**
 - participation & engagement
 - progress & success
- **Support & sharing**
 - guidance & support (team, team leader, other units)
 - sharing best practices
- **Feedback**
 - appreciation & acknowledgement of good work
 - feedback (students, team leader, colleagues)

What has fostered 3 basic psychological needs?



Relatedness

- **Communication channels**
meetings, e-mail
phone/whatsapp
- **Availability, accessibility**
- **Trust**
- **Team/individual support**
interaction in small groups
regular checks/reminders

What can foster autonomy, competence, relatedness further?

Keeping current practices which help to foster 3 basic psychological needs

Autonomy

- Running administrative duties online
- Individual office hours with students online

Competence

- Sharing
- Training opportunities
- Communication & bond with students (online/socially distanced classroom)

Relatedness

- Regular social gatherings online

“Leaders are responsible for creating an environment in which people feel they can be their best.”

Simon Sinek

From 'self' to 'team' and 'organization'





Leadership skills?

- reflective
- responsive
- adaptive
- supportive
- positive
- creative
- inclusive
- active





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