

Evolving Soft Skills for Remote Management

Desirée Mackey, PE, SE

Design Technology Practice Leader, GEI Consultants



About the speaker

Desirée Mackey, PE, SE

Desirée has been in the AEC industry since the 1990s. She holds a bachelor's degree from University of California, Davis and a master's degree from Massachusetts Institute of Technology. Desirée has worked in construction and as a structural engineer, and now is the Design Technology Practice Leader for GEI Consultants. Desirée is a regular speaker at many conferences, she co-founded the Rocky Mountain Building Information Society, is the Chair of the Structural Engineers Association of Colorado's BIM Committee, served as an AUGI board member, Treasurer, and Vice President, serves on the AU Advisory Council, and is a member of the BILT North America Committee.

**What are the challenges
you face with the
people you manage?**

**What do your direct
reports value the most?
Has this changed?**

**What do you value the
most?**

Has this changed?

**How has communication with
your directs changed, medium
and frequency? What do you in
place of wandering around to
check on your directs?**

**Do you spend time with
each of your direct
reports, one on one? Is
this as effective
remotely?**

**How do you give
feedback, both formal
and informal? How do
you deliver this
remotely?**

**How do you coach your
directs reports?**

**Have coaching topics
evolved?**

**How do you delegate
work?**

What do you delegate?

What are your interviewing preferences? How have you adapted them to working remotely? How has onboarding changed?

**Have you had to fire/lay
off anyone? How do
you do that remotely?**

**How do you conduct
annual reviews? Has
this changed?**

How have meetings evolved? What do you do differently to run an effective remote meeting?



Autodesk and the Autodesk logo are registered trademarks or trademarks of Autodesk, Inc., and/or its subsidiaries and/or affiliates in the USA and/or other countries. All other brand names, product names, or trademarks belong to their respective holders. Autodesk reserves the right to alter product and services offerings, and specifications and pricing at any time without notice, and is not responsible for typographical or graphical errors that may appear in this document.

© 2020 Autodesk. All rights reserved.