

## MANAGING REMOTELY – ENGAGE AND STAY CONNECTED

Decentralisation is a growing trend. Hot desking, flexitime, remote teams and WFH are becoming normal working practices. While Zooming in the kitchen in pjs is a life goal for some, for managers this new way of working presents challenges. Engaging remote teams brings rewards and wellbeing for everyone.



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## DON'T LET YOU PEOPLE BECOME ISOLATED

Working remotely can sometimes feel remote. Which is why building networks with teams is beneficial. Loneliness, disconnect, and isolation can affect remote workers, especially if they are used to an office-based culture or are extroverts - or both. It is up to you as a manager to develop work and social options that will allow your team to interact. These could include chat channels where people can share common interests, meetups for people in the same area and face-to-face awaydays.

## BE ENGAGING

When communicating with your team virtually, it's important not let the technology become a block to engagement. Instead, take advantage of the functions available on different platforms to make virtual hook-ups, meetings and training sessions interactive, fun and collaborative.

- Use engagement tools. Share content. Conduct polls. Solicit feedback. Keep them actively engaged. This will also keep them focused.
- Encourage collaboration and team get-togethers. Create water cooler moments.
- Encourage them to set up their own peer-to-peer networks and show them how.
- Be available for them. Have regular chats. Be interested in their lives outside of work. Check in with them and check out their welfare.

## HAVE A GO

- Create time in your diary where anyone can contact you and make sure people know when this is and how best to contact you at this time.
- Arrange regular meets virtually, if there's a group challenge, separate it into chunks and take away parts of the challenge. Then come together to discuss and review, creating collaboration and group think. (See cheat for agile working)
- Get a virtual team together for online social events such as quiz nights and exercise challenges. If your colleagues are spread out geographically and can't get together in person, use platforms such as Zoom or House Party to host virtual socials. Put in some time to have fun online with your team, once a week.