Engaging Remote Working Employees

April 2020

Why is it important?

Feeling of being left out due to limited updates

Feeling of less belongingness to the organization

Missing the physical presence, informal social interaction of an office setting

Hampered productivity impacting contributions

Difficult for new employees to break ice with the team

Anxiety due to uncertain times

Tools of Engagement

Communication by Managers/Leaders

Virtual fun

Recognition
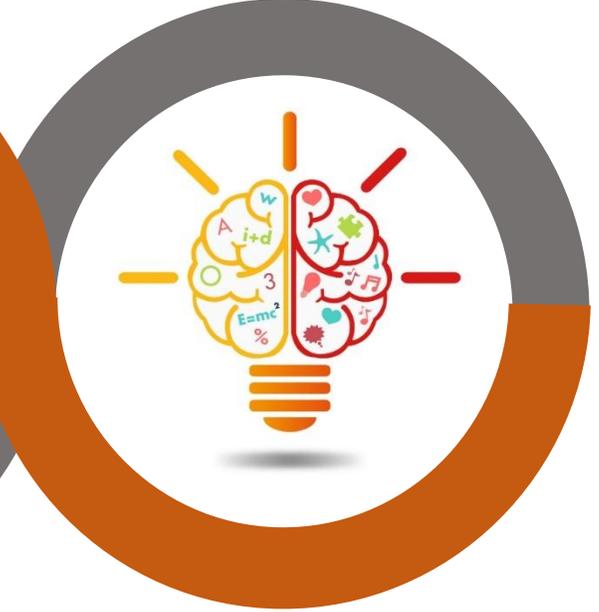
Capability Building

Principles for Developing Ideas

Give Employees a Sense of Belonging

Make Collaboration and Communication Fun

Quick and Easy Activities with High Impact

Zero Investment - Leveraging Existing Platforms

Ideas for Communication (1/2)

Virtual Town Hall

Leader/CEO/Founder to host a virtual town hall to share the organization updates. *Can utilize any webinar platform for the same (zoom etc.)*

Huddle

Host daily team call for 15 minutes for personal updates and how the day went, plans for the evening, etc. *Can post the same on social media.*

Seek Updates

During virtual interactions, spend the first six to seven min checking in on team. Don't go straight to agenda items. Instead, go around and ask everyone, *"How are you guys doing?"*

Ongoing Support

Connect more frequently with team members to discuss around ongoing deliverables. Additionally take out time to have regular one-on-one conversations with the team members to ensure they have the required support available with them

Ideas for Communication (2/2)

Virtual "Ask me Anything" sessions (AMAs)

Host AMA sessions where teams can ask questions about ongoing work, tasks, projects, etc.

Make Video Calls More Playful

At end of any meeting, invite team members to share "An aha moment or an appreciation" linked to the meeting. Also explore, using movie themes or any other know characters while sharing organization or project related updates

Meet the Newbie –
Managers can block time for new members with the team to make them feel welcome. Have a fun question and answer session with them to break ice with others

Ideas for Virtual Fun (1/2)

Showcase your Home Offices
Teams to showcase their home office by sharing photos and videos of their workplace. *Can even post the same on social media*

Showcase your talent
Identify talent of each of the team member. Block time for the whole team to showcase the talent virtually to everyone

Personal Facts Guessing Game- Send a sheet with a list of personal facts to everyone. Team member to guess whom the fact belongs to

Reply All
Roll out interesting questions to team members and each one to answer by replying to all.
E.g . If you could visit anywhere in the world, regardless of budget or time, where would you go?; Who would you have dinner with, either living or dead?

Ideas for Virtual Fun (2/2)

Word Associate

Pick one word that best describes the company's culture. Some possible answers may be: "fun", "supportive", "wacky", "interesting"
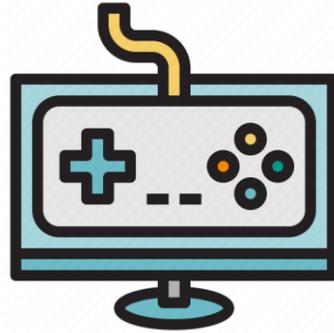
Online Games

Engage team with online game tournaments like Ludo, Tambola etc. and recognize the winners

Tik-Tok

Showcase your creativity by creating fun videos on Tik Tok and share with the team

Virtual Team Lunches / Tea/Coffee Breaks

Fix a common time for lunch / tea or coffee breaks. Teams can connect during that period via zoom/hangout/etc. for conversations over lunch / tea or coffee

Ideas for Recognition (1/2)

Appreciate your peers

Ask teams to send out appreciation notes to peers who have helped them in work or personal deliverables via email or social platforms. Can also link the same to organization's values or core competencies
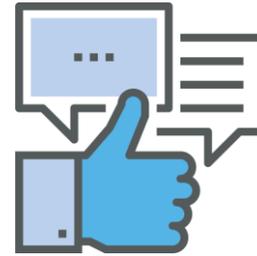
Social Recognition

Encourage the team to give kudos to your peers on social networking platforms. Eg. *Linked In has a special feature that allows users to share a badge along with kudo which can be leveraged for the same*

Recognize Daily Wins

Begin the internal team meeting by talking about recent wins of the team members

Ideas for Recognition (2/2)

Celebrate Employees Special Occasions

Keep a track of employee's special occasions like work anniversaries , marriage anniversaries, birthdays, etc. Get the team together to celebrated the same. Also, if possible involve employee' family

Employee Wall of Fame

Send out winners of ongoing recognition programs to everyone in the organization in form of a wall of fame. Post the same on social media as well

Ides for Learning (1/2)
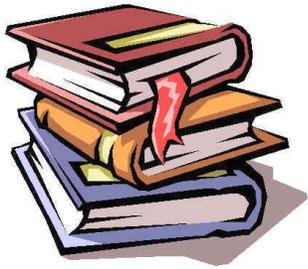
Book Review

Team members can take chances to pick up a book of their liking and share their learnings from the same by presenting virtually to the entire team

Book Club

Pick any novel and discuss the interpretation with cross functional team members who also have read the same book. This will help unwind the team and help break the daily monotony
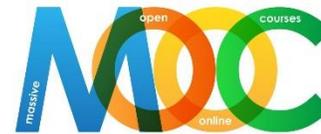
MOOCs

Utilize commute time to enrol for online learning courses on platforms like Coursera, EdX, plusaccumen, Udemy etc. and share learnings with your peers

Move to Virtual Trainings

Don't stop the ongoing learning programs and experiment with capsule learning sessions. For ex. A 2 day workshop on sales skills can be broken into 4 virtual capsule sessions of 2 hours each

Ideas for Learning (2/2)

Health, Social and Emotional Well being

Run online programs or share small reading/video snippets around social and emotional wellbeing. Share motivational talks/videos with the team to energize them

Shark Team

Employees to be grouped together to come up with ideas / products for use in the organization. Define a jury to whom the same will be presented. Put top ideas into execution

Post a Goal

Teams should be there to help each other achieve their goals! Encourage teams to share their work related goals that they want to achieve and the date they want to accomplish it by. Seek ideas from peers

Thank You!

We hope this engagement ideas will spark positivity and bring motivation in employees to pass through these tough times