

7 ESSENTIAL WAYS TO CONNECT YOUR REMOTE TEAM

Working remotely for the first time with your team can be challenging, so by creating an emotional connection with them you will set yourself up for continued success



C OMMUNICATE

Regular two-way communication is an essential part of remote working, particularly when colleagues have been used to working in an office

TIP: Create a team-only WhatsApp group to replicate real time water-cooler chats

O WNERSHIP

Understanding expectations of you and the business is key for remote workers to provide structure to their day

TIP: Develop a Team Charter together on how you will work. Share the final document to encourage individual accountability

N EW WAYS OF WORKING

New ways of working can create anxiety in remote workers. Not only how do they work, but where and when?

TIP: Coach your team in 'end of day' rituals to avoid work-creep or guilt

N URTURE AND WELL-BEING

It's more difficult to spot signs of someone who is struggling when they are working remotely so it's important that your team feel able to ask for help

TIP: Build personal time into your 121 sessions to understand where support might be needed

E MPATHY

Whilst you may be experiencing your own apprehension about managing your team remotely, put yourself in their shoes

TIP: Reassure your team that it's a learning curve for all of you; share some of your challenges and your plans to overcome them

C OLLABORATION

Collaboration, both within and outside the team is essential for remote workers to feel part of the wider business

TIP: Encourage your team to proactively arrange video calls with colleagues across the business to maintain momentum on projects

T RUST

There is fine balance between regular communication in a trusted environment and micro-management!

TIP: Resist the urge to check in with your team every few minutes. Ensure they know how to contact you and that they have your support. They will deliver.

AND FINALLY

Look after YOU! Don't underestimate how valued you are by your team and the business. Ensure that appropriate support is available for you from your Line Manager.

