

LEADER RESOURCES

HOW TO ENGAGE YOUR REMOTE TEAM

Engaging your team while working remotely doesn't have to be hard! Consider these tips for leading and supporting a strong culture of engagement in a virtual environment.

Individualization is Powerful

Individualizing your approach to supporting your team in a virtual environment makes a difference.

Try it! View your virtual environment like your face-to-face environments. Tailor to your individual team member's communication preferences (phone call versus instant messages, etc.).



Help Team Members Establish Boundaries

Take the lead in demonstrating and coaching how to establish boundaries between home and work.

Try it! Team members may have a hard time knowing when to start and end their day. Have a coaching conversation to help identify and establish boundaries.



Have your team members lead

Giving a new voice to team meetings helps teams stay engaged.

Try it! Consider rotating the responsibility of leading a team meeting and agenda. This is a great development opportunity and provides a change in leading style. Give team members space on an agenda to add their own items.



Virtual team lunch or coffee break

Take a break from daily work to ensure team members are not struggling with the balance of work and breaks.

Try it! Have everyone join a video call to have lunch together or an afternoon 'coffee chat'. Hold time on calendars to help team members to feel 'ok' disengaging from the work.



Bonus Tip: Integrate some fun into your meetings!

Try the 'Who Is It?' game. Prior to a meeting, ask each team member to send you a fact about themselves that others do not know about them yet. During the meeting, read them out loud to the group and allow everyone to guess who it is. You could also consider the same game using baby or high school pictures.