

Over recent years, the rise of remote work and virtual teams has accelerated. With such change in how we work, comes a need to increase our focus and change (improving) how we interact with our colleagues and manage employees. This new landscape creates unprecedented workplace challenges and opportunities.

Below are some actions you can take to engage, strengthen, and support your team working remotely

- Leaders can build trust by being open and constructive in communications.
- Ask others to question ideas, provide input/suggestion and share alternative approaches.
- Appoint a chairperson in each meeting (and change this person each time) to normalise healthy dissent.
- Recognise and reward people who share their differing opinions in appropriate ways - how may your employees like to receive recognition or acknowledgement?
- Be vigilant to group dynamics and provide ongoing feedback.
- What types of communications can you add to your current practice and systems of work?
- Consider the needs of each team member – each with different needs and preferred working styles which exist irrespective of the work location.
- Consider the best mediums to communicate information so that is equal and equitable.
- Ensure any potential for exclusion is proactively avoided.
- Meet regularly (on a consistent basis), whether via phone or online platform. Employees working remotely in particular thrive on opportunities for interaction.
- Establish, review, and clarify work priorities and objectives - each employee's performance goals and targets should be reviewed regularly to ensure they remain current and to identify any roadblocks which may impact their delivery.
- Investigate performance concerns promptly - managers need to be adaptive when managing remotely.

**If you are concerned about the findings during your investigation, we suggest you contact one of our friendly HR Advisors to discuss how to proceed.**