How to Engage Remote Employees that Work from Home

Employee engagement for remote workers is a huge topic in the market today, especially with the Coronavirus (COVID-19) limiting travel and forcing a large part of the working population to work from home that don't typically do so.

In today's hectic and fast-paced work environment, organizations need to do everything they can do to create an engaging workplace that helps find, attract and develop A-players no matter where they are located.

We have compiled a highlight of some of the advice provided in Chapter 9 of our book *Predictable Results*. You can download the free chapter here.

How to Engage Remote Workers Tip 1:
Provide Context

The team needs a **shared understanding** of the purpose, the goal of the company and of their own team.

- Have a clear, prioritized set of **quarterly priorities**
- Transparently **describe the success** of the project before any work begins
- Coach them to develop an **action plan with due dates** to get to the finish line on time and on budget
- Use a cloud-based **strategy execution software** like Rhythm to clearly align employees working across the organization
- Provide simple **project management tools** for all of the important initiatives that your company is taking to hit its goals
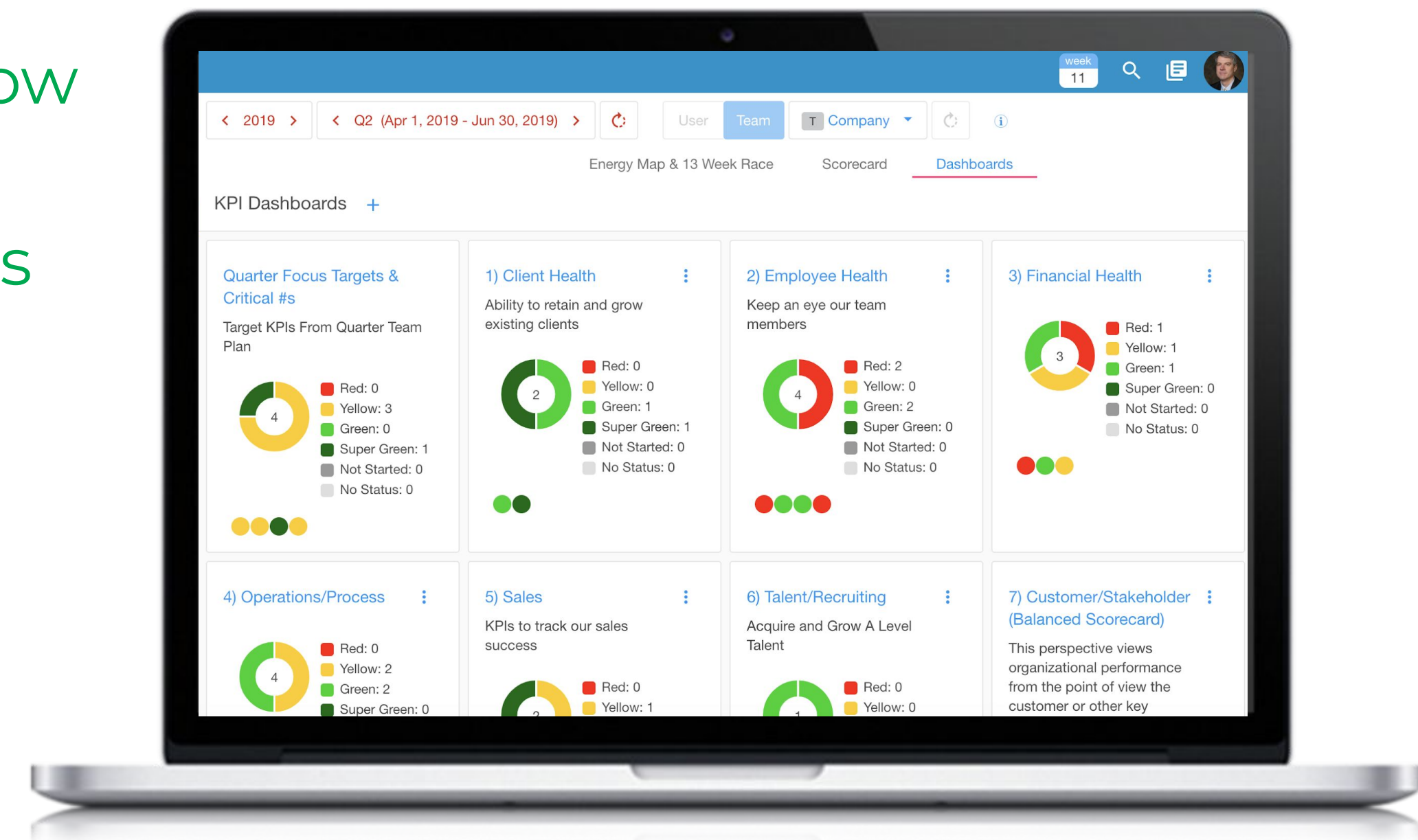
How to Engage Remote Workers Tip 2: Provide Tools

Achieve your most important initiatives by getting everybody working on the right things using a **business execution system.** Using the right tools, all of your employees will know the top priorities of the company, the team and the individual. This gets rid of all of the wasted work that comes from teams that aren't aligned to the company's goals.

Other tools to consider:

- **Video conferencing** like Zoom
- Slack for **communication**
- Google Drive or DropBox to **share files**
- Jive or Google Sites for an **Intranet site** to make it easy to find information

How to Engage Remote Workers Tip 3: Communicate

Don't just talk, talk in regards to the team's efforts. **Email just doesn't cut it anymore**; you get so many it is impossible to keep everyone organized and focused on the work that matters.

- Have weekly adjustment meetings with a structured **agenda** and learn everything you need to know about conducting effective weekly staff meetings that solve actual business problems
- **Video calling** is essential when a team is spread across the world and in different time zones
- Have virtual **Daily Huddles** to connect once a day even if it's for 15 minutes

How to Engage Remote Workers Tip 4: Design Your Company Culture

Make sure your company culture fully embraces remote employees or those who may need to work from home on occasion. We have seen some organizations that still think **"work from home"** needs to be done in air quotes as they aren't really working - that just isn't true anymore.

- Start your weekly meeting with sharing of **good news**
- Have everyone share their **"successful if"** at the start of any meeting
- Any time we have a mix of virtual and on-site employees, we always let the **remote participants go first**

How to Engage Remote Workers Tip 5: Provide more frequent feedback

Remote working is here to stay and will only continue to become more pervasive. In order to thrive in the new business environments, leaders to need to leverage their emotional intelligence and improve employee engagement.

- Managers need to make sure they have weekly or bi-weekly **one-on-one meetings** with all of their team members to keep the working relationship healthy
- **Frequent contact** also allows relationships to grow on a personal level so the manager has a better idea how to improve employee happiness
- Managing a remote employee **involves effort from both** the manager and the employee

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# Tools and Tips for Engaging Dispersed Teams and Remote Employees:

EXTRA

- **Use video whenever possible.** Video conferencing is extremely cost-effective and studies have shown that it boosts engagement with remote employees.
- **Start all meetings off with a round of good news** to keep the energy up and remote team members connected and engaged in the successes of the company overall.
- **Use virtual collaboration tools**, such as Rhythm Strategy Execution Software, to add accountability to actions assigned during the meeting and to maintain momentum between meetings.
- **Don't skip Weekly Meetings.** Establishing this discipline will provide a sense of connection and continuity that helps employees feel part of the bigger picture and helps them engage with new ideas and challenges.
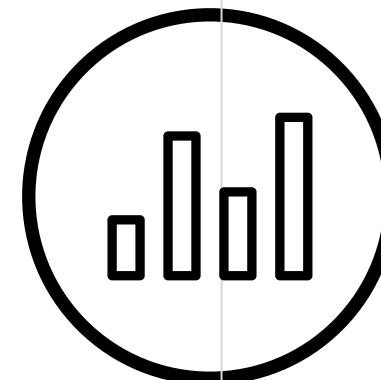
How We Can Help

Virtual Work Made Easy. With Rhythm.
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The Rhythm Platform is built to help your teams stay focused, aligned and accountable on the work that matters.
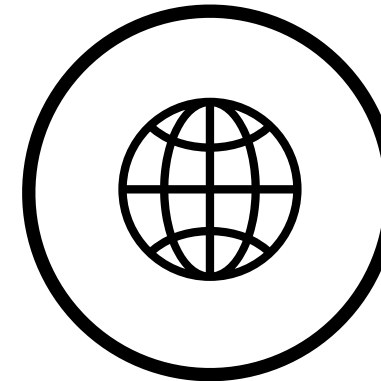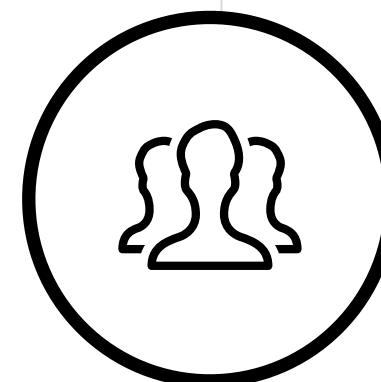
One System for Plans, Metrics & Meetings

Integrate all your work in one centralized system to better organize, manage, and track everyone's work.

More Effective Weekly Meetings

Keep everyone focused and productive on the work that matters with visual dashboards.

Eliminate Unproductive Email Threads

Connect the right comments with the right projects so you don't waste time searching through emails.

Value Promise Guarantee.

We're confident you'll find value right away. No annual commitment. Cancel with 90 days notice.
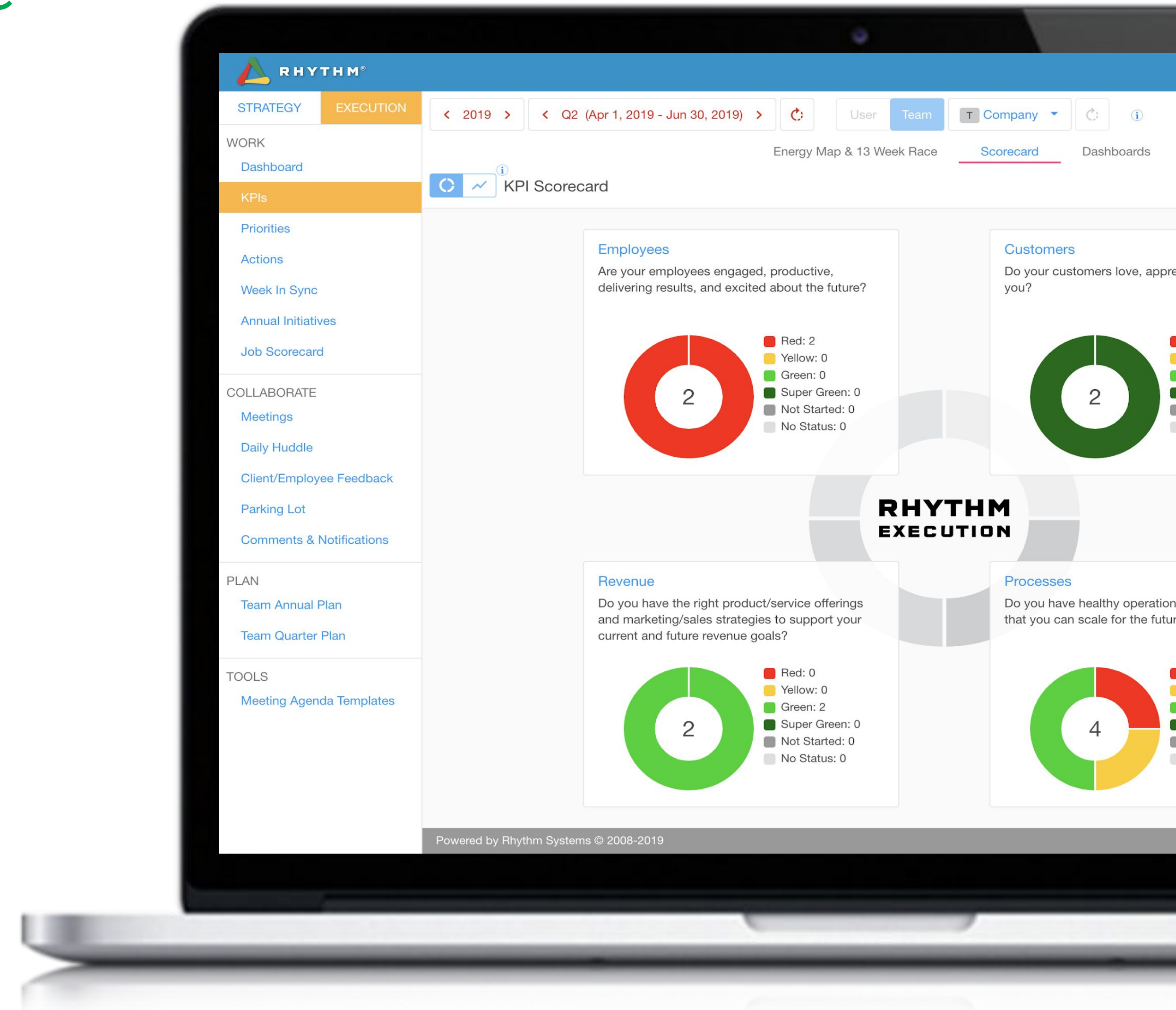
Our onboarding team is **world class.**

They're experts at setting your teams up for success

- Set up custom metrics & dashboards
- Train on remote meeting best practices
- Audit your weekly meeting
- Get everyone using Rhythm confidently

Be **confident** knowing you are choosing the best.

We're #1 on G2 - the world's leading B2B software and services review platform.

Next Steps

How can we help and best support your execution plan?

Let us know by booking time on our calendar here to see how we can help.

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