

REMOTE WORKING MANAGING ORGANISATION CHANGE

Remote working trends indicate that traditional models are being replaced by hybrid workplaces.

Creating and maintaining a robust remote workforce team culture is a challenge as organisations, embrace managing distributed teams – in-office, nomad, offsite and global.

Companies with an influential remote workforce culture tend to have lower turnover, better stock market returns, and are more profitable. But there can also be a downside in organisation culture and a decline in communication.

In this briefing paper, we look at some of the essential building blocks to establish a digital transformation roadmap to embrace remote working.

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“Remote working requires a rethink of the social & physiological fabric of the organisation’s culture.”

Creating a Remote Culture

Transforming to a hybrid workplace model requires all employee experiences to be equal – one team one culture, ensuring a two-tier culture does not evolve.

With a rework of the organisation’s values, embracing a hybrid structure with both a remote and in-office workforce, and, implementing a remote work policy charter, reinforces new culture.

Shared Mentoring & Team Building

The team leaders can be a catalyst to maintain cohesion and encourage team motivation; utilising digital technologies, communication and collaboration platforms to develop virtual online teams.

In a hybrid model, the best managers will modify their style. Remote workers face different challenges, influences and distractions from their in-office partners. Communication, coaching and mentoring will evolve; managers can’t walk the floor or have a weekly chat over coffee.

Empower & Self Manage

Experienced managers of a remote team avoid micromanagement through endless meeting and emails. Empowering the team and fostering self-management builds resilience to isolation, and, the achievement of shared, agreed objectives.

Managers must find a balance between task management and online mentoring. And help remove roadblocks and utilise collaboration tools to maintain visibility of the shared vision and required outcomes.

Support Collaboration & Connection

Collaboration platforms form a backbone for cohesion and connecting disbursed teams. There is no water cooler to gather around Monday morning; innovation facilitates new ways for employees to build a relationship with their team colleagues.

Virtual meeting requires a new form of organising. Schedule a time when all members can attend, especially with global teams. Set an on online agenda and record the session or publish minutes for those who miss the meeting. Publish an online charter, and, appoint a moderator to maintain online etiquette.

Build into the platform open forums and idea conference spaces. Isolated remote work performs better when they are encouraged to share. Gather the team together in-person when budget and schedules permit.

Encourage chat sessions between colleague, using easy conversation starters, and, guide the team in balancing home-to-work life, remind them to exercise, socialise and get away from their home office-space.