

Adopting more flexible remote work policies?



Remote work presents both new opportunities for innovation and some big hairball challenges.

Top Remote Work Challenges



30% of workers reported less team cohesion

30% of workers reported difficulties in communication

23% of workers reported less organized teams

Source: Upwork Survey, April 2020



Top Remote Work Best Practices

Here are six ideas to help make remote work more productive, creative, and agile for your team.



Convene and communicate regularly and consistently

- Remote work can help employees be more productive, but it's still important to stay in close contact. Consider brief daily team standups in addition to regular 1:1s with your reports.



Identify new norms and behaviors needed to thrive

- Embrace video calls even if your teams haven't used them before. Eye contact deepens connection and body language can convey important information.
- Remote work can mean fewer drive-by distractions. Leverage this by scheduling all-team creative time blocks for distraction-free work.



Cut old norms and behaviors that don't serve your priorities

- Move meetings that are reports/updates to emails that can be tackled by colleagues asynchronously. Save meetings for discussion and decision-making.



Measure and track team development and well-being

- Use pulse surveys to gauge engagement and/or well-being and determine and track the specific metrics that matter most to your team. (Psst...RallyBright can help.)



Be task, not time, oriented

- Work and home responsibilities have collided for many employees, making flexibility more necessary than ever. As long as work gets done, let go of a strict 9-to-5 mindset.



Establish clear deliverables

- Take care that you are communicating your team's priorities clearly and frequently. Without the reinforcement that regular physical proximity working towards a common goal provides, task prioritization can get muddled.