

5 Good Ideas for maintaining morale while managing remote teams (During COVID-19)

Christine Yip, Organizations for Impact
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What we know about managing remote teams

The Benefits

- Reduced commuting time
- Fewer interruptions
- Increased productivity
- Increased flexibility & autonomy
- Improved work-life integration
- Reduced costs to organizations

The Risks

- Increased working hours
- Increased social isolation
- Increase risk of burnout
- Lack of boundaries between work-life
- Less “face-time” with co-workers
- Reduced access to information

1

Be clear and realistic about expectations

- Have 2-way conversations on what is possible
- Provide timely feedback to clarify direction
- Focus on outputs rather than “hours worked”



2

Be flexible and respect boundaries

- Demonstrate empathy and compassion
- Accommodate scheduling needs
- Respect “on the clock” hours



3

Communicate effectively

- Communicate key messages multiple ways
- Make sure the medium matches the message
- Be careful not to over-communicate
- Make time for informal check-ins



4

Provide space to “recharge”

- Watch for signs of strain & burnout
- Make sure people are taking “off-screen” breaks
- Ensure team members are socializing with each other
- Encourage activities that can increase energy levels



5

Take time to take care of yourself

- Establish a routine and set clear boundaries
- Lean on your support networks
- Be patient with yourself, this isn't easy, trial & error



Working remotely is not new.
But working remotely during COVID-19 is.
(We still have a lot to learn)



**Thank you
for your time.**

For additional questions: christine.yip@orgsforimpact.com
Access additional resources at: www.orgsforimpact.com/resources