

## **Maintaining team spirit in remote working settings:**

Here are some suggestions for making sure that your teams stay connected during remote working time. It's good practice to maintain the frequency of your team meetings, but you need to make extra effort to make sure everyone gets the chance to be involved and engaged.

Using technology in this way can create good opportunities for maintaining team spirit, but be aware that when the broadband becomes intermittent or the system doesn't work perfectly it can be frustrating. Try and set expectations and create patience for these kind of activities.

Good luck.

### **1. Guess the Colleague:**

Before your meeting, ask every remote employee to take a picture of something they can see from their workstation that says something about their personality or their lives. Everyone could send images to the manager to create a powerpoint to share before the meeting. In the meeting, people have to guess whom each picture belongs to. (This could be informal or even quiz format if you want to) Then you can start to figure out together which picture belongs to which person. When a correct guess is made, that person needs to share their story with the group.

### **2. What did you find?:**

Set the team a task to find something in advance of the meeting to share with the team. Depending on your objective it could be:

- Find a funny video clip (or even gif)
- Recommend a new piece of music for your colleagues to check out
- Share a tip for effective home working
- Recommend a binge-watch
- Share a positive work experience

Of course, you can create your own too. You can do this as a one off, or at the start of every meeting with a new topic, just to create a buzz for your meetings.

### **3. Bring Food:**

Ask the team to join the call with their choice of food treat; a guilty pleasure or go-to comfort food. Start the call discussing what people have brought and agree to share the most popular (or unique!) once back in the office.

Be creative. Even sending out questions in advance to review on the call, work related or personal can stimulate team connection and add to the energy you achieve on your call, and in the current time there are increasing numbers of suggestions online, of various suitability! The key is to keep your calls fresh and your team engaged. Have fun – it's even more important right now.