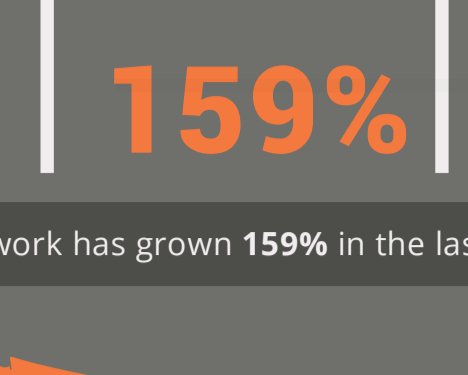


# ENGAGING AND MANAGING REMOTE EMPLOYEES

Challenges abound when your employees are scattered across the nation and the world, but when you understand how to attack those challenges, the benefits of having a dispersed workforce will quickly emerge.



Remote work has grown **159%** in the last 10 years.



**80-90%** of the US workforce says they would like the option to work from home at least part time.

**98% WANT TO STAY HOME**

Even within offices, spaces are being redesigned for a mobile environment. Studies show that employees are not at their desks **50-60%** of the time.

*Remote employees need to know they're just as much a part of the company as those working onsite. Don't let these challenges prevent remote workers from engaging in the company's mission and values.*

## COMMUNICATION

Not meeting face to face leaves a lot of room for miscommunication you'll want to err on the side of **overcommunicating, so nothing falls through the metaphorical cracks.**

Consider adopting an internal messaging tool such as Slack, Skype, GChat, or Microsoft Teams. These provide ways for all employs to stay connected and communicate. For communicating deadlines, use project management software such as Wrike, JIRA, or Trello so remote employees are notified when projects start, where they move to next, and when they are due.



## TEAM MEETINGS

To engage remote employees, managers need to intentionally foster relationships that show they're invested in their team's well-being, not just their results. Start meetings with some informal conversation instead of diving straight into the agenda. This will help teams build rapport.

Because of all the distractions that could be present for remote workers, managers need to be aware of their emotional intelligence (EQ). It's important to understand that distractions can, and will, occur, and be supportive when situations arise.



Start meetings with some informal conversation instead of diving straight into the agenda.



Develop trust by asking employees for feedback on your management style.



Try to bring everyone together in person at least once a year.



Use a chat platform that allows for light and informal conversation between remote workers.



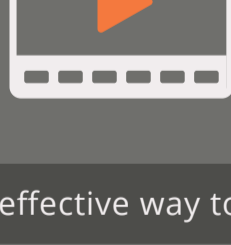
Host knowledge-sharing sessions where each employee discusses something they're passionate about.

## DELIVER TRAINING

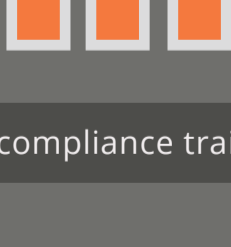
Harness the opportunity to increase remote employees' engagement, knowledge, and leadership potential by providing online training.

This can be done via platform instruction via Zoom with a facilitator, with microlearning videos, or a blend of the two. BizLibrary has a vast content library full of videos covering a wide range of topics. It's curated by experts and works in our own learning platforms or any learning platform you already have in place.

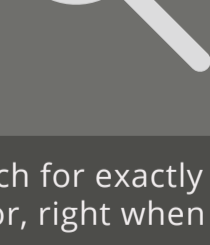
Microlearning videos are certainly easy to deliver and track compliance. Employees can search for exactly the skills and topics they're looking for, right when they need them. Implementing a learning-reinforcement program ensures employees retain what they've learned and can apply it on the job.



Using microvideos is an effective way to make training engaging.



Easily deliver and track compliance training with an online LMS.

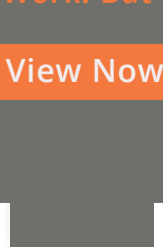


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## RECOMMENDED RESOURCES



We've put together a whole series of tips and tricks for managing a remote workforce. Check out our **Work: But Virtual** series.

[View Now](#)

**HR and L&D...But Virtual**  
An Interactive Chat on Common Challenges

Presented by: Libby Mullen-Eaves  
Thursday, December 10, 2020  
12:00-2:00pm CST

**Managing & Leading Remotely:**

A Fireside Chat with Remote-Leadership Experts



**5 Ways to Build Camaraderie with Remote Teams**