

Remote Control

The purpose of this method is to engage your remote workforce and get them to share what makes them most excited to go to work and collaborate with their team. This method works best with one facilitator (preferably a team's manager) and multiple contributors (preferably the team members themselves).

● STEP 1

Articulate and define what “engagement” means to you and your organization. This will help get your whole team on the same page. Write down everyone's thoughts and contributions on a whiteboard or in a shared document online.

● STEP 2

Ask everyone to answer the following questions either on a sheet of paper, via direct message or some other way where they can privately, honestly answer the questions:

1 I feel most engaged at work when _____

2 My favorite part about working remotely is _____

3 My least favorite part about working remotely is _____

4 I wish my manager knew _____

5 I wish my teammates knew _____

● STEP 3

Collect the responses and read them aloud, going down the list one at a time. Keep an eye out for themes.

● STEP 4

Brainstorm time! Have your group create **“How Might We” statements**, which will be used to guide the co-creation of ideas. Make sure your team has access to a pad of Post-it notes and a Sharpie. Then ask everyone to come up with ideas that they believe would help better engage the team, based on the information previously shared. Set a timer for 5 minutes and see how many ideas your team can generate; maybe they're event ideas or communication changes. It doesn't matter what they are, just get your team sharing ways to improve the WFH experience.

● STEP 5

Group all the ideas by theme and then share them out after the session. Work with a smaller team to prioritize and implement any ideas that seem achievable and impactful.