With the traditional workplace giving way to a more flexible virtual work environment, building a strong, high-performing culture can be a challenge.

In this webinar, learn how to successfully build an engaging culture among employees who telecommute.
STATE OF REMOTE WORKFORCE

3.7 MILLION PEOPLE WORK FROM HOME AT LEAST HALF OF THE TIME

Benefits of working remotely for employees:
- Commute
- Quality of Life
- Productivity

Benefits of working remotely for companies:
- Healthier Employees
- Increased Output
- Real-Estate Savings

Presented by Entrepreneur
WHO EXCELS

Key traits to look for when hiring someone for a remote team:

- Self-Starter
- Curious
- No Ego
- Committed*
- Trustworthy*

*Extra important for managers
THE HIRING PROCESS

What to be aware of during interviews:
- Communication style
- Promptness
- Past work style and behaviors
THE HIRING PROCESS

Gallup StrengthsFinder (www.gallupstrengthscenter.com)

- Top qualities: Responsibility, Learner, Arranger, Achiever
- Bottom qualities: Woo, Significance, Competition, Harmony
HOW TO BUILD CULTURE WITH YOUR REMOTE TEAM

Make your virtual team member feel welcome:

- Assign everyone a new work best friend
- Onboard new employees in person
- Weekly one-on-one check-ins
BE OPEN
FOCUS ON TRANSPARENCY AND COMMUNICATION

☑️ Weekly team video updates
☑️ Quarterly all-hands meetings
☑️ Internal blog posts and documentation
TRUST
INSTILL TRUST AND FACILITATE CONNECTIONS

☑️ Recognition Profile
☑️ Weekly Friday Fika
☑️ “Know Your Company” questions
☑️ Twice annual in-person team retreats
☑️ Focus on the little things
☑️ Quarterly “Ask Me Anything”
☑️ Element of surprise
☑️ Purpose-driven, value-driven
QUESTIONS?
THANK YOU FOR YOUR TIME

Look for our follow-up email with a copy of this presentation and a bonus slide with resources for virtual teams.
Resources Help Scout and FlexJobs use:

Online workplace: Sococo
Communication: Slack
Video conferencing: Join.me, Appear.in
Project management: Trello