

8 Simple Ways to Manage Team Members Remotely!

Be A Role Model

Team members will be looking at the way you prioritise your wellbeing needs. If they see you set-up and close-down your working day well, with healthy habits and timelines, they are more likely to follow suit.

Working Boundaries

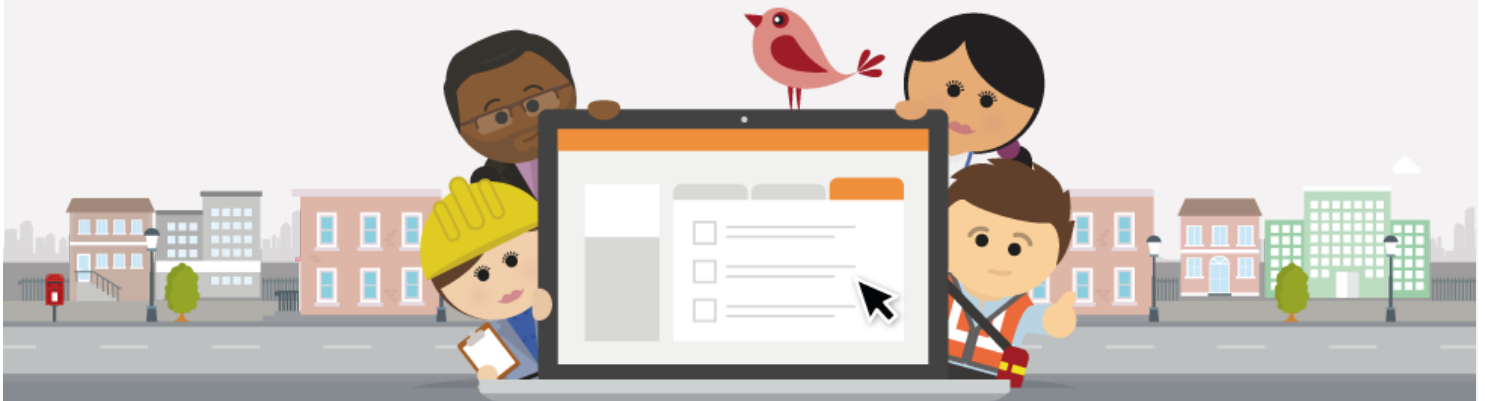
Working from home offers us more flexibility and eliminates that daily commute. However, some team members may not know when to switch off. Specific guidelines can be invaluable in setting the appropriate expectations for new remote workers.

Realistic Time Frames

Be realistic around what can be achieved in a working day and set daily goals with realistic time frames. When working from home, encourage your team to limit and balance negative media with films and light-hearted programmes.

Lonely Team Members

For those who live alone, going into the office presents the opportunity to have regular social interaction. Remember, social isolation can be a risk factor for declining mental health, so touch base with these team members regularly.



Positive Virtual Meetings

Keep your team focused and connected during times of change. Setting up virtual daily meetings are a great way to keep the team ethos alive. A top tip - remember that work relationships thrive when we say three positive comments to every critical one when feeding back on tasks.

Keep Yourself Well

As a manager, you may be the linchpin of team operations. However, it is important you prioritise your own needs in line with those of your colleagues. Self-care, health and wellness regimes are imperative to you staying charged and being kind to yourself.

What Went Well Today

When facing uncertainty, our instinct is to focus on our worries, be self-critical and look for 'dangers' - as we feel it is more likely to keep us safe. Training your team to focus on the positive and what has gone well each day will increase their daily wellbeing and boost their mood!

Daily Check-ins

Social connection is personal, and everyone will have different needs and preferences. As a manager, it is important to be aware that all of us thrive when we feel our work is valued. Try facilitating a daily call with your team to show you appreciate them!