

Maintaining Connection and Team Cohesion with your Remote Workers

Adapted from Workest

Working from home can be a very isolating and lonely experience for many. It is very easy for remote workers to feel disconnected and out of touch with what is happening within their teams and the organisation as a whole.

For those who are managing employees working from home for the first time, and worrying about the impact it will have on team connectivity and cohesion, fear not! There are many ways to stay equally connected with your remote workers. Though the type of connectivity you will experience will feel different, it can still be just as productive.

Don't let working from home allow your employees to feel disconnected at work. Get creative with how you stay in touch and make it fun. Here are some creative suggestions on how to maintain connection and team cohesion with your remote workers, whilst fulfilling the social needs of your teams.

Weekly virtual coffee/lunch catch-ups

Encourage your team to set up a regularly scheduled time each week to catch up over coffee or lunch in a group video conference. This time should be separate from your regular team meetings, and should simply be a time for them to talk about what's happening in their life as they would when they come into work.

Weekly virtual coffee or lunch sessions can replace the regular water cooler chat. Encourage your employees to regularly attend these meetings and try their best not to cancel or reschedule.

Team activities

Activities don't need to be anything big. They can be as simple as everyone reading the same article and sharing their thoughts, attending a webinar, starting a book club, or participating in a weekly meditation as a group.

Over-communicate

Whilst you have employees working remotely, it's important to over-communicate whenever possible. This can mean repeating your messages several times or reposting content and announcements on several channels and platforms to make sure they reach everyone.

Here are a couple of ideas to implement within your team.

Morning status updates

Run daily/weekly morning updates over video conferencing to help keep people on track and communicate important information to your team. These meetings keep people in touch and connected, and serve as a way to share wins/losses.

Frequent check-ins



Check in with your employees as often as possible and share any updates and changes in the business. Also, make sure to follow up on any announcements.

Check in on employees at the start of each day or every other day. Something as simple as “Good morning! How are things going today? What can I help you with?” is a great place to start. Personal contact is important at this time and should be explicitly practiced to keep people feeling in the loop.

Share more with colleagues

When working remotely, it helps for people to open up and share what’s happening in their life with their colleagues (to the degree that they’re comfortable, of course).

Encourage your employees to share (appropriate) photos with the team. This is a good way to bond and makes it feel like you’re all together. Photos and videos of their pets, their work-from-home station, garden, or what they’re cooking are all good ways to create the personal touch lost through working from home. Favourite meme or an interesting article work too.

Personal schedules and boundaries

It’s important to encourage your remote workers to be explicit about when their day starts and ends in order to set the precedence around work boundaries. Remind your employees that just because they are working from home does not mean people can access them around the clock. The regular workday still applies, so employees and colleagues should respect when they end their day virtually and log off — the same way as when they leave the office.

Work from home goals

Working from home means less time commuting to the office and less time getting ready to go to work. This should free up some personal time for your remote workers. Encourage them to use this time to work on personal goals, like taking an online course or learning a new language, and share these goals with their colleagues, and see if anyone wants to join them as their accountability buddy.

Don’t let working from home allow your employees to feel disconnected at work. Get creative with how you stay in touch and make it fun. While loneliness can be a problem for people who work remotely, making it a priority to schedule virtual events with your team can go a long way.