Remote Teamwork Challenges

We asked you to reflect on the most significant teamwork challenge that you are currently facing.

Please share this in conversation with your breakout room (place your audio on and video if you are comfortable) and make notes in this document.

Some tips to help. Think about:

- a challenge specific to you or your organisation
- what the ideal state would be
- the factors that stand in the way of that ideal state

Group 1

Challenges:

- Motivation
- Communication
- Trust that everyone can fit in to their own and new schedules / ways of working
- Retaining our social vibe, looking after each other, preventing isolation/loneliness/mental health problems
- Maintaining our collaborative ways of working/product delivery
- Adapting to disruption/individual circumstances/staff availability e.g. WFH with children. Finding new ways of working

Ideas:

- "Always on" hangouts
- Over-communicate via Slack/Hangouts
- Daily standup
- Agreed team ways of working/promise to review/revise
- Virtual coffee
- Virtual beer o'clock on Friday

Group 2

Challenges:

- Self awareness; egos, nuance lost, behaviours, data protection, lack of body language
- Fear on the team working from home. I get easily distracted
- Difficult as a small business owner getting across my fears

Group 3

Challenges:

- Trying to find new consultancy work that doesn't involve working in person [Eamon]
- Running two relatively new squads - still in forming mode, so key concern is building the trust and accountability in this environment
- Lost the luxury of being able to fallback on a non remote option if its needed

Ideas:

- Have a daily drop in (nto check in)
- Assume that there are always people who are not savvy at remote working
- The people who are weak at remote working will normally be shy about it so there is no point asking an open and public question
- **Chill your boots, everyone is in the same boat r.e. Home environment etc**
- **Dont expect people to be online and available instantly 9-5**

Top 10 Tips

- Have a Daily Check-In
- Take Advantage of Technology
- Get the Resources
- Manage Expectation
- Focus on Outcomes, Not Activity
- Challenge All Convention
- Be Obsessively Human
- Practice Flexibility
- Be Open and Vulnerable
- Be Kind to Yourself

Psychological Safety

Based on what we have just worked on and heard about psychological safety, what steps can we take to build psychological safety for our teams now?

- Turn your video on if your the leader [Eamon]
- Look/ discuss/ create team values [Eamon]
- Written team charters - team developed & agreed ways of working/values [Mark]
- Model the behaviour you expect [Mark]
- Be humble/vulnerable [Mark]

- Open communication channel is important
- Small company is easier to ensure team members are able to voice their concerns
- Personalise people find out non work items of shared interest etc
- Pub every Friday lunchtime seen as a benefit