

Tips for Working Virtually – Week of 3.30.2020 (**Remote Team Building**)

Good morning DOR colleagues,

Sharing is caring. The phrase sounds cliché and yet it holds truth. Sharing is part of building community. Thankfully, since most of us at DOR are already familiar to each other, we don't have to create community from scratch, we just need to put a little more effort to stay close during these difficult times.

We found this article helpful with encouraging connection:

<https://hbr.org/tip/2019/12/help-your-remote-team-members-feel-more-connected>

Here's a highlight:

“If you manage a remote team, you know how isolating it can be — for you and your employees. Managers can help by setting the stage for everyone to get to know each other better.

- Start every call with something that helps team members learn about each other. For example, you might ask people to share a ‘song of the week’ that they have enjoyed listening to.
- When hosting a team meeting via a conference line, open the line 10 minutes early and leave it open for 10 minutes after the call ends so that team members can chat. [...] This may feel like a lot of work, but it will help your virtual workers feel more connected to their teammates and the organization.”

Managers and colleagues can also encourage creative ways to cultivate connection. Last Week, P.I. Stacy Sterling asked members of DART (Drug and Alcohol Research Team) to share a photo on TEAMS during a group meeting “that exemplified what’s going on with you during this unusual time.” There were photos of playtime with kids, pets, backyard gardens, orchids, freshly baked bread, and neighborhood walks. Although physically distant, we can continue to stay socially connected.

Searching for a sliver of a silver lining, we hope you will use this as an opportunity to become even closer than before when we perhaps took each other’s proximity for granted.

