

Hybrid Teams & Informal Moments with the Team

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HYBRID TEAMS

(On site & remote)

Why this Moment Matters

Remote work options boost diversity. Remote work boosts focus and energy, but sometimes at the expense of trust and cooperation. What steps can each of us take to create a cohesive culture that extends beyond the walls? How to align on what will work best for the team?

What to do as a leader

Employees who don't spend much time together in person are less likely to share a common sense of belonging, and often feel isolated and unsupported in times of stress.

- Purpose is key to motivation: define together your mission;
- Schedule social events and brainstorm for times when most team members will be on-site;
- Build shared knowledge, create opportunities for team members to interact and discover each other's unique talents; You can do this with icebreakers at the start of your team meetings.
- Deliberate rituals are important to help everyone build and maintain close relationships. It's important to have a weekly team meeting.
- Recognition is essential. You can encourage this at a team meeting, where everyone shares a high point of their week, a low point and something that made them laugh. This encourages peer coaching for the difficulties encountered, recognition for the high moment and cohesion for the laughing moment.

ENJOYING INFORMAL MOMENTS TOGETHER

Why this Moment Matters

This is about making time for bonding and energizing moments that support the safe working environment where everyone can be their whole self. Connecting the team members through the human dimension, looking beyond the 'daily work routines' will enforce the team cohesion, well-being and performance.

What to do as a leader

- Make it a habit to foresee time and space to connect informally. It can be either on the regular basis (embedded in regular team meetings), either periodically, as a team building;
- Especially when navigating turbulent times, changes or a new team-reality, embedding time together, without a business agenda, is key;

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- [Mobile Working](#)

Support Material:

- [Syensqo Mobile Working - My safe workplace](#)
- [Inclusion Exercises](#)
- [Mentimeter for remote polling](#)