

# 5 Good Ideas for maintaining morale while managing remote teams (During COVID-19)



Christine Yip, Organizations for Impact  
May 5th 2020

# What we know about managing remote teams

## The Benefits

- Reduced commuting time
- Fewer interruptions
- Increased productivity
- Increased flexibility & autonomy
- Improved work-life integration
- Reduced costs to organizations

## The Risks

- Increased working hours
- Increased social isolation
- Increase risk of burnout
- Lack of boundaries between work-life
- Less “face-time” with co-workers
- Reduced access to information

# 1

## Be clear and realistic about expectations

- Have 2-way conversations on what is possible
- Provide timely feedback to clarify direction
- Focus on outputs rather than “hours worked”



# 2

## Be flexible and respect boundaries

- Demonstrate empathy and compassion
- Accommodate scheduling needs
- Respect “on the clock” hours



# 3

## Communicate effectively

- Communicate key messages multiple ways
- Make sure the medium matches the message
- Be careful not to over-communicate
- Make time for informal check-ins



# 4

## Provide space to “recharge”

- Watch for signs of strain & burnout
- Make sure people are taking “off-screen” breaks
- Ensure team members are socializing with each other
- Encourage activities that can increase energy levels



# 5

## Take time to take care of yourself

- Establish a routine and set clear boundaries
- Lean on your support networks
- Be patient with yourself, this isn't easy, trial & error



**Working remotely is not new.  
But working remotely during COVID-19 is.  
(We still have a lot to learn)**



**Thank you  
for your time.**

For additional questions: [christine.yip@orgsforimpact.com](mailto:christine.yip@orgsforimpact.com)  
Access additional resources at: [www.orgsforimpact.com/resources](http://www.orgsforimpact.com/resources)