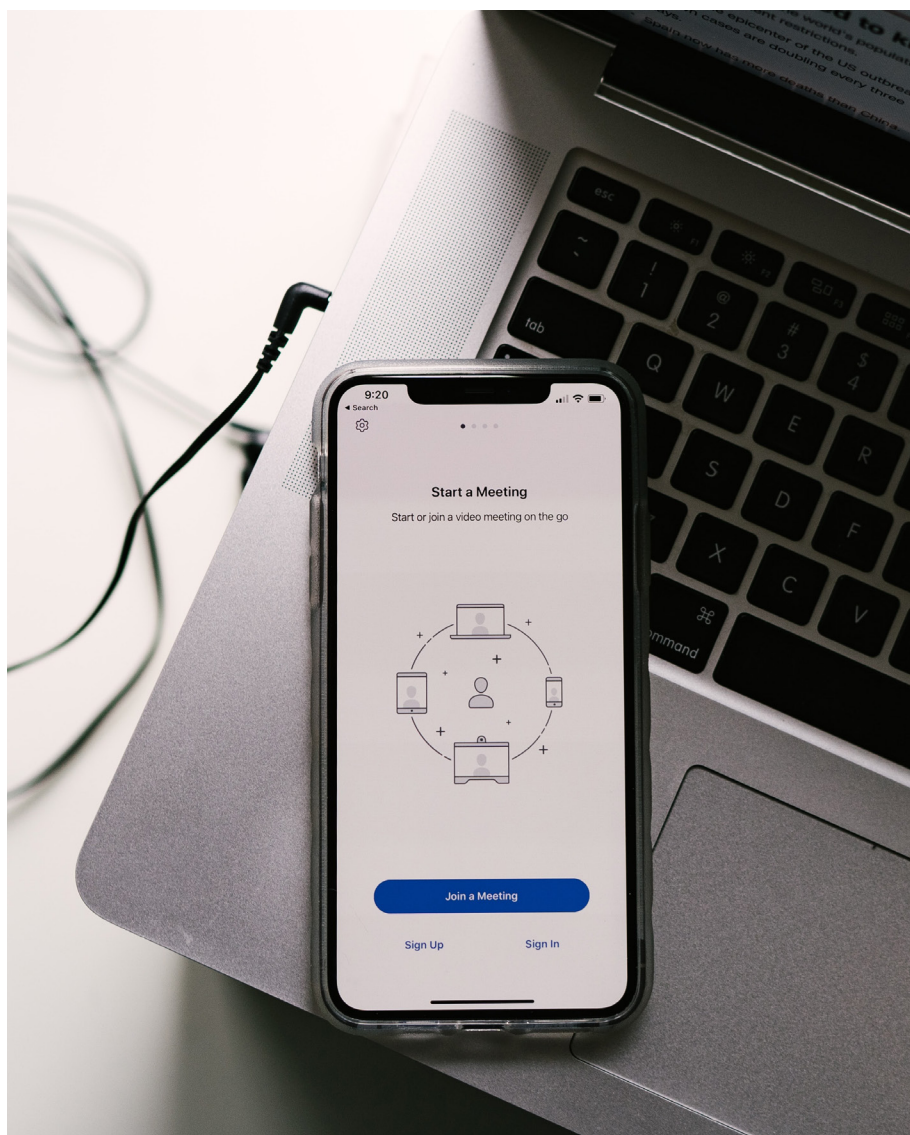


Ideas to bond with your team

May 2020

With the majority of the workforce working from home, most employees would be working from home for the first time and will struggle to adapt to these changes. An on-going survey conducted by EngageRocket with more than 2,700 employees indicated that their top concerns for working from home are they are working longer hours than usual. And more than one-quarter of the respondents felt stressed out during this period.



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So, what can managers or leaders do to motivate and keep the team engaged? I have reached out to my connections to gather some ideas on the activities that they do to engage with the team. Below are examples of the type of activities that organisations do to engage with their employees:

1. Integrate with a daily routine established – short activities that can help to break the ice before or during the calls helps to keep everyone much more engaged

- The team organised a fashion contest before every meeting, such as using toilet paper to show everyone and the team will vote our favourite ones.
- Lunchtime virtual talent time where everyone gets to perform their talent whereby someone played the violin, others played keyboard or do beatbox.
- In the middle of our Zoom call, everyone is given two minutes to bring something from their homes and tell a story on those items, such as art, gifts, hobby crafts, cat, food.
- Setup a daily challenge to keep everyone wanting to join and contribute. The daily difficulties could be on best snack, lame jokes, worst t-shirt.

2. Incorporate learning besides fun into the activities – a good opportunity to continue the learning informally

- Organised peer to peer learning by getting one of the team members who have participated in an external webinar/training course to share the learning points with their peers
- Case study discussion - Before the discussion, a case study will be provided for the team members to read up. Everyone will be allowed to share their thoughts with questions with the most senior team member facilitating the session. The questions could be around analysing the root cause of the problem and uncovering if there are other possible solutions. University of British Columbia provided a list of free case studies resources online.
- 3-part learning series about the organisation and the team organised to get everyone to learn more about the organisation and the people they work with:
 - a. Trivia with questions relating to general questions on the organisation, such as please select who is our major customer or when the company is incorporated.
 - b. Guess who - Volunteers are required to answer three questions about themselves, and everyone could choose to guess who that person based on the answers. The moderator will pick the first correct one as the winner.
 - c. Story relay is when one person starts a story about the organisation and the team, he or she will select the next person to continue the story.

3. Be creative to get the most fun with the team

- A contest for "Best Dressed Work From Home Desk"
- Virtual scavenger hunts - Flash a slide with 12 items or more (such as kettle, family photo, blue shirt) and allow the team with two minutes to gather. The person with the most items wins
- Recreate masterpieces with household items inspired by Getty Museum Challenge. The team used their pictures and challenged their team to recreate the image using their household items from their home.

Engagement is even more critical in times like this, and such activities help to create a common channel for employees and the managers to foster their relationship. It will take up more effort for the team leaders to organise such events or activities. Still, it will all be worthwhile when everyone enjoys a positive relationship at the workshop.

References

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