

8 ways

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People

to design great workforce experiences for your remote employees

The way we work is constantly changing, but over the past few weeks it's become almost unrecognisable.

While remote working has its perks, the lack of social interaction can lead to a slump in productivity.

This is where workforce experiences come into play.

While HR and People teams may naturally associate great workforce experiences with the office, there are many ways to create great experiences beyond the office walls.

Read on for our top tips:



1 Up your internal communications

Home workers may feel that physical distance they get from simply being around their teams and managers, or the details that get dropped into conversation from a meeting.

Make sure your employees are given regular updates and have the information they need to feel fully part of the wider organisation.



2

Ensure manager check-ins are regular

Managers may think that employees need them less when they're working remotely but that's simply not the case.

Within a typical working day, employees often walk around to their manager's desk to ask a quick question or pull them into a meeting room to discuss something - but now that's not possible, so regular check-ins are vital.

3 Encourage flexible working

Flexible working is still valued even when your employees are remote. Many employees may need to work at times that suit them whilst working from home.

Giving your people the flexibility to work at different times of the day could mean that your employees are happier, less stressed and more productive.



4 Have social channels where employees can interact

Establish and encourage interaction via a social platform, such as Slack or Microsoft Teams, so your workforce remain connected.

While useful for work discussions, employees could also start channels based on shared hobbies or interests. Perhaps you have some culinary enthusiasts, art and craft extraordinaires or exercise fans within the business? Get them connecting.

5 Promote video calls

Employees don't always like switching their cameras on during calls, but there's real benefits in doing so - including a hike in engagement, and in turn, productivity.



6 Offer 'boosting productivity from home' courses

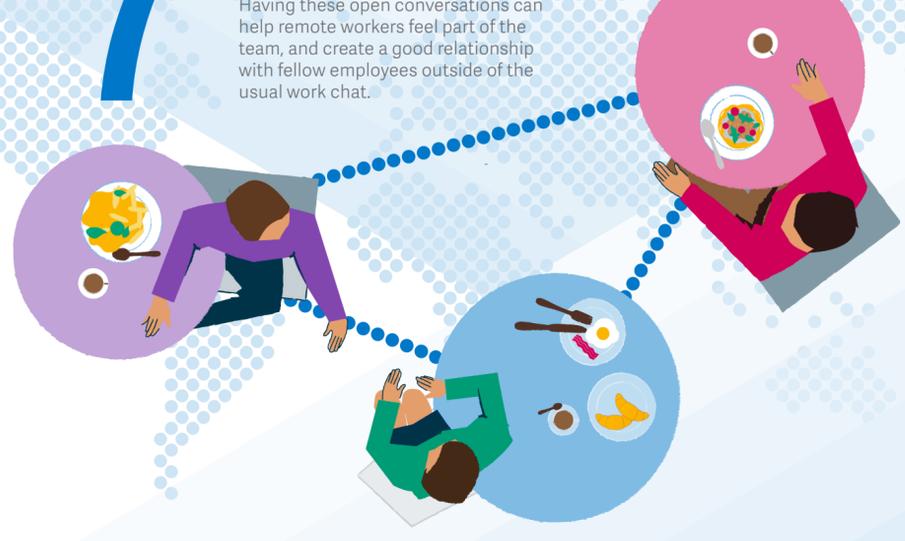
Employees may value guidance on how to boost productivity when working from home. You could refer to free courses such as Future Learn or LinkedIn Learning (free trial), or look at some paid-for training courses.

Alternatively, you could create your own. Perhaps someone within your HR team would be willing to run some training on this. If you record the session it can then be shared across the business.

7 Try 'water-cooler' calls and virtual team lunches

Encourage managers to set up a short chat with their team members just to check in and talk about anything non-work related. They could even create a virtual team lunch.

Having these open conversations can help remote workers feel part of the team, and create a good relationship with fellow employees outside of the usual work chat.



8 Share wellness tips

With remote workers not getting any face-to-face communication with their colleagues, mental health is important.

Offering tips to support employee wellbeing can be as simple as encouraging employees to take their full lunch break, or providing resources on mental health wellbeing, such as the contact details of your organisation's mental health first aider.

What experiences do your employees want?

If you've put some of these ideas into action, have you asked your employees what they think of your new initiatives? It's likely they will have some ideas of their own that would make their experiences even better.

About Sage People

Sage Business Cloud People, enables mid-size, multinational companies to manage workforces through its global, cloud HR and people system, transforming how organizations acquire, engage, manage and develop their employees. Implemented quickly and simple to use, the award-winning system increases workforce visibility, HR productivity and provides better experiences across the entire workforce.

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