

A grayscale photograph of a laptop screen displaying a video conference with three participants. The interface includes a control bar at the bottom with icons for chat, video, mute, and screen sharing. A thick yellow horizontal bar is positioned below the text.

BEING A TEAM REMOTELY

Remote work has come into our lives rapidly with the COVID-19 epidemic, and with the current closure process, some sectors have started to work remotely again. Some sectors are considering to implement the remote work model permanently.

In studies conducted in Turkey, the rate of working from home, which was around 5% in the past, has risen to over 20% with the COVID-19 epidemic, and 72% of institutions that have experienced the remote work model are considering integrating remote work into their working models after the epidemic.

One of the issues to be considered while working remotely is maintaining the corporate culture and team harmony. For this, team leaders can apply some methods.

1- Setting concrete team goals facilitates compliance

Concrete team goals make it easier and faster for employees to organize. It also increases cohesion. Emphasize setting concrete goals.

2- Talking about positive developments increases belonging

Constantly talking about tasks and things not done can cause a loss of motivation in employees. Communicating about the works and achievements also increases the sense of belonging of the employees, even if they are far away. Let your team know about positive developments and express your satisfaction.

3- Sharing images about your work provides motivation.

Sharing images of completed works, and achievements and informing the whole team will increase the motivation of employees.

4- Having meetings for non-business matters also reduces the feeling of loneliness.

The office environment also means a socialization opportunity for the employees. Moving the conversations to the digital environment also enables to meet the social needs of the employees. Schedule regular meetups for non-work matters.

5- Maintaining the habits of working face-to-face ensures the continuation of the corporate culture.

If you, as an institution, attach importance to special days or have regular celebrations, maintaining them in the digital environment will ensure the continuation of the corporate culture. Move special days and applications specific to your institution to digital.

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