Envisioning The New Remote
6/10 people go back to bed as soon as the scrum starts.

A whopping 90% of executives think these folks might miss out on promotions without in-person efforts. Neither cash incentives nor perks are persuasive enough to engage.

So, what's the solution?
Something just isn’t working...

**Quiet Quitting**

50% of the North American workforce recorded putting in minimal effort into their work.

Only 14% of workers feel fully engaged. Only 17% of people feel included and valued within the organization.

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**No Promotions**

31% of remote workers passed on for promotion than people who worked in an office.

Remote workers also get less mentorship, and there’s a proximity bias.

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**Great Resignation**

40% of employees intend on changing their work over the coming months.

Since the pandemic, the number of people quitting or switching their jobs have risen.
WHAT ARE THE CORE NEEDS EXPERIENCED BY REMOTE TEAMS IN A REAL-WORLD SETTING?
We found some critical problems in the remote workflow...

**Missing links in collaboration**

Working in a remote/hybrid environment, it often leads individuals to feel detached from the team.

**Transitionary Teams**

Remote work and multiple projects are causing frequent team changes with new roles and technologies.

**Challenges in navigating conflicts**

In remote work, poor communication, lack of transparency, and limited face-to-face interaction can increase the likelihood of conflicts.

**Lack of engaging/meaningful work**

In remote work, the absence of meaningful work significantly impacts employee engagement, commitment, and job satisfaction.

**Misaligned Goals**

Businesses and employees can have different goals, leading to a disconnect within the employees when they don’t align.

**Priorities beyond compensation**

In remote work, the lack of personal growth, work-life balance, and autonomy can hinder sustainable productivity.
How might we reimagine the dynamic between employees, team and managers to create sustainable performance that leads to a lasting advantage?

For remote work success, businesses and employees must create symbiotic partnerships to collaborate effectively, balancing personal productivity with the company’s overall goals.
INTRODUCING

The Remote Revitalization Toolkit

The Toolkit to activate a new remote dynamic
Purpose of the Concept

Manager Goals

Shifting from Competitiveness
Highly productive teams that are focused on separate goals.

To Flourishing
Team-built, mission-driven, well-aligned and self-empowered teams.

Team Dynamics

Shifting from Functional
Teams that collaborate on projects but have limited personal connection.

To Synergy
Teams that build rapport, human connections, and mutual trust.

Employees Outcomes

Shifting from Achievement
Employees motivated to do work by targets and pay.

To Impact
Employees driven by personal growth to create impactful work for the business.
Re-Engineer Growth Pathways

**INSIGHT**

Despite training modules and projects disengaged employees feel unsupported in their growth and lack clarity in their career path, resulting in a disconnect between training impact and employees’ goals.

**BUILDING BLOCK**

How might we provide support and clarity to disengaged employees in their growth and career path to help them create impactful work?
Empowering employees to balance their aspirations, proactively manage their professional development with evolving requirements to help them create impactful work.

Features

ALIGN
Align their goals with their job profile and personal aspirations.

BUILD
Continuous learning by enabling employees to build growth plans.

FEEDBACK
A space for employees to receive feedback and inform their growth.

Value

❤️ Transforms work into a more meaningful and engaging experience.

🌱 Fosters an environment of continuous development.

💰 Establishes a supportive environment and provides a system for succeeding at work.
Re-Align Business & Employee Goals

INSIGHT
Without appropriate guidance and alignment, high levels business objectives may feel distant and fail to evoke a connection that inspires employees to create impactful work.

BUILDING BLOCK
How do we help employees better connect business objectives to their work participation in an empathetic a manner to support the entire team flourishing?
Synchronizing employee goals with business objectives to drive sustainable and personally committed involvement at work.

Features

REFRAME
Note the established objectives, project opportunities & employee goals.

MATCH
Assign responsibilities based on matching goals and expectations.

ASSESS
Address obstacles, challenges and support network preemptively.

Value

Provides a central source of information, promoting transparency and alignment.

Clarifies goals, expectations, and roles, ensuring commitment and shared understanding.

Addresses challenges and support requirements early, enabling smoother execution.
Re-Engage Via Participation Rituals

**INSIGHT**
Managers often struggle to engage employees, and teams with low involvement in culture tend to focus only on tasks, leading to a lack of team cohesion and disengagement.

**BUILDING BLOCK**
How do we get people to participate comfortably online to create better connections and prevent misunderstandings during team work?
Creating collaborative rituals and foster a common bond among coworkers, establishing shared values and demonstrating building a reliant support network.

**Features**

**CONNECT**
Create personal connections with casual and creative games to build rapport and familiarity.

**KNOW**
Understand different working styles and expectations in collaboration while remotely working.

**RITUALIZE**
Start rituals with small activities that encourage interaction and creativity.

**Value**

**CONNECT**
Helps build a strong foundation for teamwork, fostering trust and open communication.

**KNOW**
Enhances adaptability, ensures that team members can work effectively together, despite physical distance.

**RITUALIZE**
Encourages innovation and collaborative problem-solving from the outset.
Recognize Impact Of Work

INSIGHT
Employees feel disconnected from their impact on company growth and don’t know what value they have created, fueling dissociation.

BUILDING BLOCK
How might we empower employees to better understand and recognize the significance of their contributions?
Helping employees understand how their contributions affect the company's success. Fostering a sense of purpose and fulfillment in employees work,

**Features**

**HOLISTIC**
Considering metrics for both, qualitative and quantitative aspects.

**Value**
 Cultivates a motivational environment where employees feel valued.

**Levels of Impact**

**Personal**
Measure of individual growth.

**Project**
Evaluation of the influence and outcomes of projects undertaken.

**Organization**
Measure of broad company-wide contributions.

**Requested Impact Categories**
- Skills Unlocked & Mastered Development Progress, New things tried/Exploration Score
- Learning Path Progress + Knowledge Network Expansion, Number of Collaborations + Feedback
- Company-wide Impact Evaluation, Revenue Contribution Index, Hours/Effort Worked
Our toolkit is adaptive and can be used at many stages...
The Evolving Model for Remote Teams

Managers
Focus on Flourishing

Employees
Focus on Impact

Team
Focus on achieving Synergy

KYT Tools
(Know your team)

INVESTED
A Sustainable Dynamic

FAMILIAR

KYI Tools
(Know your Impact)

COLLABORATIVE

PP Tools
(Participatory Practices)
To engage the workforce, organizations must show they care and prove it through actions!

Let’s make remote work, work!