



# WAYS TO CONNECT WITH EMPLOYEES VIRTUALLY

## AUTHORS

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Companies have to be creative and innovative to keep their employees motivated and engaged virtually. Whether dealing with employees that are working remote or employees that are in the same building and working virtually together to maintain physical distance, there are many ways to stay connected, build team chemistry, help hold others accountable and have some fun in a virtual setting!

Here are some ways leadership can engage their employees virtually:

- » Zoom chats / team meetings - Incorporate some fun with these ideas:
  - Dress the part - Each person pick a virtual background and match with outfits and props.
  - Who's who - Guess your colleagues' doppelgänger.
  - A trip down memory lane - Guess the team member by their baby picture.
  - Sweat session - End the meeting with a 1-minute team plank, or do an at-work home workout together (check out our [WELCOA Blog](#) for ideas).
  - Better together - Choose a personal goal for the week and draw accountability partners to keep each other on track.
  - Switch it up - Pick a "get-to-know-you" topic such as middle names by alphabetical order to use when giving updates.
  - Question-of-the-day - Start your meeting off getting to know your teammates a little better. The WELCOA team has asked: What time period would you like to travel back to? What is your favorite holiday and why? What is your spirit animal?
  - Hip hip hooray - Instead of passing a birthday card around the office to sign, collect wishes via email and have someone put them together in a special birthday document.
  - Virtual (healthy) happy hour - Share your favorite recipes for snacks and beverages
  - Spread the love - If you enjoy a new website, helpful app or a hilarious meme your colleagues probably will too! Allow time to share these with each other.
- » Virtual webinars
- » Industry-related online workshops/programs
- » Speaker series to enhance well-being and personal growth - Topics to consider may include:
  - Nutrition / Healthy Cooking
  - Mindfulness / Meditation
  - Stress / Resiliency
  - Emotional Intelligence
  - Ergonomics / Stretching
- » Development training courses
- » Networking groups
- » Company wide weekly 'talks' where leaders share stories about their real life - be vulnerable to encourage relationship building



- » Virtual run/walk 5k - send bibs that people can print, set date/time and ask everyone to share photos, time, and other details of their run
- » Provide a forum for people to share ideas like new recipes, activities for children, reading material that they feel would inspire or help their fellow employees, etc.
- » Slack channels on varying topics related to business as well as outside ideals
- » Regular check-ins of the head and heart between leader/employee
- » Peer-to-peer buddy system - Zoom calls, happy hours, coffee dates, etc. just to connect, not with a business focus rather to talk about life and what they're experiencing



## NEED MORE?

2020 is WELCOA's Year of Social Connection, where we turn our attention to the benefits – both personal and professional – of experiencing positive, trusting relationships with others. Check out these resources to help keep your employees connected:

- » Blog - The Year of Social Connection  
<https://www.welcoa.org/blog/the-year-of-social-connection/>
- » Infographic - Tackling the Loneliness Epidemic  
<https://www.welcoa.org/resources/tackling-loneliness-epidemic/>
- » Ebook - Loneliness  
<https://www.welcoa.org/resources/loneliness-ebook/>
- » Toolkit - COVID-19 Employee Education Toolkit 2  
<https://www.welcoa.org/resources/covid-19-employee-education-toolkit/>
- » Toolkit - COVID-19 Health Promotion Professional Toolkit 1  
<https://www.welcoa.org/resources/health-promotion-professional-toolkit>  
(Module 9: Supporting Healthy Social Connection)
- » Quick Guide - Coworker Appreciation Planning Template  
<https://www.welcoa.org/resources/coworker-appreciation-planning-template/>