

Inspire, Inform & Develop

How to Navigate our New Remote Work Reality

We are all in this together. The world has changed overnight. Our work landscape has drastically shifted with many of us Socially Distancing and working / learning remotely. With this new world order; we asked our Pangalo Group community: How can we all collectively stay Informed, Inspired and continue Learning during these unprecedented times?

Thank you to all who responded. We built the following list of ideas to help you stay connected, informed, and continue developing while we socially distance and stay safe:

- How do I remain socially active with my team & colleagues?
 1. ***Set up a FIKA Break***
- How do I learn more about my team & colleagues?
 2. ***Purpose Story Telling***
- I want to learn something new with my team?
 3. ***Learn Something New Together***
- What do other teams do in my business?
 4. ***Team Chat***
- How do we create resource groups?
 5. ***Build Remote ERG's***



Set up a FIKA Break

FIKA is a Swedish coffee break, well etched into their cultural history. A FIKA is defined as the moment you take a break, a pause, a breath in your day; often with a coffee or tea paired with a baked good. You can do it alone, with friends, co-workers, at home, in the sun or at work. The focus here is that you make time to take a break and help yourself to reset and rebalance.

In our new remote working world, FIKA programs encourage individuals from different departments, geographies, or social groups to connect and get to know each other outside regular structures.

Connecting with colleagues increases happiness, decreases feelings of isolation, makes us more productive and engaged. With our new remote reality, check out applications to help facilitate connections across teams, such as [Slack's Donut](#).



2.

Purpose Story Telling



There is no better way to get to know team members than by hearing their stories. Whether we know it or not, everyone has a variety of stories to share, it may just take a little prompting.

To get ideas rolling and everyone on the same page, create a list of ideas. Or select a few ideas from the [New York Times List](#), which has 550 prompts broken up into themes including: Overcoming Adversity, Role Models, Learning and many more.

Keep the topics light, fun and time bound, helping people increase comfort levels when sharing their stories with colleagues.

You can assign a weekly or monthly theme and schedule video meetings with small groups of people across departments to share their stories.

Learn Something New Together

Remote team building can occur when individuals are provided the opportunity to bond over learning a new topic or skill. In addition, employee development opportunities are highly sought after by job seekers and could distinguish your company as an employer of choice.

A recent [“Built in LA”](#) study found that 70% of American workers surveyed would leave their current job for one that has a reputation for investing in employee development. This solution could help keep your current talent base engaged during these uncertain times and help attract new talent in the future.

Here are a few topics that remote teams can use to build their skills together:

- Presentation Skills
- Leadership Development
- Communication



Team Chat

Sure, you know the sales team sells your products & services, but what does a day in their world really look like? How does your team impact their success and what are their internal/external point points?



There are so many individuals that form amazing teams doing outstanding things in your business. Give them an opportunity to highlight what they do. Make it interesting, build examples. Test out a new beta product, peek behind the “curtain”. Show your colleagues life through your team’s lens.

When you’re in the weeds in your own work, it can be challenging to know how everyone else contributes to the success of your company.

Host a conversation where a team shares what they do & how individual jobs vary. Make it fun, gamify it or build a villain & hero metaphor that everyone will understand. This will help break down silos before they creep in with this new remote working world.

Build Remote ERG's

You can make a strong impact during these uncertain times by building Remote ERG's: [Employee Resource Groups](#).

ERGs are typically led by individuals who are interested in providing specific support, varied resources or knowledge-sharing. Building remote ERG's are even more important during these uncertain times and unknown remote work orders.

Some examples of ERGs include diversity and inclusion, learning and development, compliance, new products, wellness or general changes.

Take a poll to see if any of your employees have an interest in creating or joining Remote ERG's. Provide them with the support they need to be a successful resource.



Our Global Team



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