

Where to Begin when it's time to Implement Successful Remote Work Strategy

“Remote work”- one of those phrases that is intertwined with all the corporate personnel's' live after the pandemic swayed us with its detrimental effects. No doubt it gives an employer maximum liberty and satisfaction under certain circumstances. But the question is, does remote work only entail some flowery introduction and verbose description?

In 2017, [9.6% European workers](#) worked remotely. On the other hand, this number has drastically increased to 46.6% in 2020.

If remote work has pre-determined strategy and implemented successfully, it works.

Employees enjoyed the transition period from physical office to home office, that is supported by the smartphones, fast internet, audio and video conferences. However, they felt burned-out and socially isolated after some time. Besides, they failed to draw the line in between professional and personal life within their own four walls. In turn, they were trudging through workloads that led to a certain blackout.

Do you feel the same way for your employees?

Do you feel that there should be a strategy conduit?

It's the time to take the plunge.

Challenges of hybrid work for organizations

While you have allowed your employees to work remotely, bear in mind that you may have to face challenges. Before moving into the core strategy part, we would like you to familiarize with the challenges too.

- **Confusion for new work rules-** Not clear enough about your expectations? This may create a confusion among your employees. In turn, it will affect their productivity while they are working remotely.
- **Feeling of “exclusion for remote workers-** You may add options for audio and video conference into meetings as a remote work strategy. However, you may do it to organize everything into a nutshell. Despite of your efforts, your workers may feel “missing out”.
- **Leaders' skill gap-** Are your managers or the team leaders have enough skills to guide the respective team members? Otherwise, it may be difficult to work and interact with the other skilled team members.
- **Poor work-life balance-** If there are no proper boundaries for work, the team will soon lead to employee burnout. It will impact on their productivity. If productivity gets affected, then it will affect the entire work life cycle too.

Remote work strategy for your team members

You need to set clear expectations for avoiding any misunderstanding, that may lead to resentment. Some team members may feel uncomfortable while working remotely and the others may prefer working from office. To make the things streamlined, communication techniques need to brush up. For example, you can set company policies which allow people to work remotely two days a week. Besides, who are working full time remotely, should need permission from their managers.

Here are few remote work strategy-

1. Create a cohesive work culture

You need to put effort for creating a hybrid remote work culture. This will help you to create a connected culture between office and remote workers, while strengthening the bond irrespective of their location.

According to a [survey](#), most of the job seekers are looking for a good work culture. Another survey claims that good work culture plays a significant factor when it comes to work. A connected hybrid remote work culture should include everybody under the same umbrella. It simply means everybody must have equal opportunity when it comes either in participation in meetings or to make decisions.

2. Coordinate and delegate remote hybrid team

The leaders of a hybrid remote work model should develop specific skills and techniques which will fit with the team type. You may create a straightforward process for measuring the employee output. It will help you to understand the employees' performance rather than judging differently. You can start with weekly progress reports. However, make sure everyone is following the same thing.

In a hybrid work setting, a central platform plays pivotal role to communicate and manage projects. Few tools are available in the market which will help to share files and assign tasks irrespective of the location.

3. Build a nurturing hybrid remote work environment

As per study, 68% workers agree that poor work life negatively impacts their morale at work. When you are leading a hybrid team, you are also responsible for creating a compassionate environment that promotes wellness and balance. When you are giving the option to work remotely, it means you are showing compassion to your employees. In turn, it creates a nurturing and healthy work environment. It reduces turnover that ultimately benefits your company.

Co-working space could be a good option where your employees can work freely while learning new things. Besides, they can work on a flexible time that is associated with latest technologies. As per the tech evangelists and entrepreneurs, "Coworking space is the new-age workplace, where people can ideate and alchemize their thoughts without facing hindrances. On top of that, latest technologies are like the crown of a hat. Even the experts are raving about the same.

4. Foster the enthusiasm of hybrid remote team

Enthusiasm is the key which fuels up a person to perform at his/her best. On that note, you can arrange a video session for the remote workers. You can discuss about several things which is on lighter note. Recognize the credibility of the team members and appreciate them in front of others. Motivate them throughout instead of judging their performance. It will help to infuse positive things into your team members mind, that may lead to extensive productivity in the future.

Takeaway

If you have the right knowledge and things, you can manage a hybrid team effectively. Managing yourself with the present workflow and hatching up your next steps accordingly will help to reach dizzying new heights. After all, your employees are like precious ornament; that needs to be stored with great care. What are your thoughts?

If you are looking for co-working space near you, we have few recommendations-

1. [Nuaxa](#)

Are you looking for a coworking space near Ahmedabad? Nuaxa could be the answer. It is fully furnished and ready to use office space. You don't need to pay long-term contracts, just pay as you use. Additionally, it is impregnated with latest technology. Therefore, no disruptions while working on an important project. For more information, visit the website today.

2. [Zioks](#)

Zioks is a **coworking office space in Kolkata**, equipped with modern furniture and latest tech innovations. You will get a feel like working from home while working on a rigorous pressure. Take the plunge today and give your employees a chance to feel exquisite. Visit the website today for more information.

3. [Caryakshetra](#)

Caryakshetra offers shared and private office spaces in Chandigarh. It is located near Tribune roundabout and many hotels nearby. Loaded with all the latest amenities, Caryakshetra is the answer for all your needs. Get in touch today.