

How Companies Are Keeping Up With Employee-Engagement And Well-Being Remotely

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Remote working and work-from-home is a convenient trend that's gaining traction since the global pandemic has struck all our lives. Many tech companies like adobe, and Facebook have gone WFH at least till June of 2021. Twitter and Square has announce Work From Home Forever Option.

It's high time for employers to learn different ways to keep your remote employees engaged motivated and happy. This includes activities such as fostering personal connections and gamifying the team work, encouraging wellness programs and celebrating your workers to keep their spirit high!

Holistic Employees Development

Occupational
Social
Physical
Intellectual
Spiritual
Environmental
Financial
Emotional



We spoke with top executives from 14 companies across the country, speaking up and endorsing their views on **how they are keeping up the employee engagement and well-being**. So here we present different ways to take care your "family" remotely.

Khushboo Solanki - Founder, Zero Gravity Communications

While technology and product companies could easily swift into work from home creative fields where the output comes from interaction and stimulating discussion with different creative disciplines.

We used to do **Monday morning team meetings**. There used to be a quick presentation on last week's issues and problems team-based while working from. We also made sure we **discuss mental health and keep everyone's spirit high** since WFH can be demotivating at times.

We aren't working remotely now, but we are working with all safety protocols in place. We are testing the team every week to make sure everyone's health is in check. There is proper health guidelines maintain from our management side.

Dr Malini Saba - Founder, Saba Group&Anannke Foundations



Dr Malini Saba. Founder & Chairman, Saba Group & Anannke Foundations

As our employees began working from home, we implemented a systematic approach for their engagement that has **eight pillars** – occupational, social, physical, intellectual, spiritual, environmental, financial and emotional. These pillars are aimed at the holistic development of our employees – both at a professional and personal level.

Our employees have been happier working from home & have yielded better results as they save commute time & get to spend more time with their families. We conduct sessions remotely and focus on the specific requirements of the individuals, the first 10-15 minutes of a virtual meeting is discussing business and then we have Leadership sessions, Motivational talks on self-care and parenting, moderate discussions, book summaries, psychological counselling etc. Teams connect over a cup of coffee, play Online games, bring pets & children during video calls, share picture streams, celebrate birthdays & festivals and more. These conversations have seemed very effective in preventing potential burnout, isolation and boost discipline among our employees.

Conclusion

While working remotely has its fair share of benefits, like saving time and money commutes and encouraging better work-life balance, it also has some downsides. Because they're not in the office with their team, remote workers often feel less engaged and connected to their company, which can hurt productivity and performance.

We hope the the above ideas will surely help you with for your own employee engagement programme.

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