

FOUR WAYS Keeping Remote Teams Motivated

REMOTE WORKING \geq 1/2 WEEK



48% Global



53% Malaysia

(according to Regus Global Economic Indicator, 2013)

- More businesses transitioning to remote work due to Covid-19 lock-downs.
- Motivation is key in adapting to this change, to perform well and achieve work goals.

MCCLELLAND'S 3 NEEDS THEORY

1. **Achievement**
2. **Power**
3. **Affiliation**



3 Needs/Motivators


All individuals have one of the 3 motivators that drives behaviour.

(Hester & Adams, 2017)



Applying the Theory

Strengthen Communication & Work Relationships

- Increase frequency of communication and keep teams in sync.
- Use video calls over phone calls.
- Use online communication tools (see ) and create chat groups for collaboration.

Affiliation



Recognise Efforts & Appreciate

- Never hesitate to say, "well done", "good job", "great effort" and "thank you" to employees.
- Give useful and timely feedback.
- Set challenging tasks that are potentially rewarding.
- Provide incentives e.g., give online gift vouchers, send free hygiene/care packs.
- Reward the whole team to acknowledge collective efforts and achievements.

Achievement



Enhance Flexibility

- Offer Flextime for teams but set clear goals, standards and track progress.
- Allow employees to share novel ideas and experiment new methods.
- Encourage autonomy by not being overbearing and overly critical about everything.
- Give different team members an opportunity to lead new projects.

Power



Leverage Technology

- Have teams connected using online applications e.g., Zoom, Skype, Whereby.
- Invest on online collaborative tools like Asana, Slack, and Trello.
- Host virtual team building activities.
- Organise events such as employee birthdays, farewells and festive celebrations online.
- Gift employees on their special days by ordering flowers, cakes and care packs online for delivery.

Affiliation + Achievement