Remote working.

How to get the best out of your team.

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Remote working is here to stay.
Here's how to do it better.

Working from home isn't a new concept with businesses adopting this practice for over 20 years. What is new is the shift of entire departments across multiple industries working offsite permanently. We understand that in these unprecedented times, a significant change means businesses need to pivot and keep employees engaged where they're able to effectively do their job in a remote setting.

Increase the frequency of team meetings and check-ins. Some teams will find it helpful to have a daily check-in. Keep it brief and focussed.

Focus on outcomes instead of activity. It's not possible (or wise) to emphasise hours worked or quantity of activity. Instead, keep your focus on outcomes and measure your team's success through that lens too.

Keep an eye out for people who are showing signs of stress. General anxiety, isolation, pressure with relationships at home, and worry about financial uncertainty are all likely at various times over the coming months. Accommodate people's personal circumstances. Some people will have children or pets in the background, example. This is the new normal, and being patient with interruptions will help everyone work together.

Set more immediate goals where it's feasible – setting out the scope, deadlines and deliverables for each one. Shifting the focus from the long-term to smaller, short-term goals will help people keep a sense of momentum, and also offer you an opportunity to praise them for their work.

Share stories of successes: project milestones, successful meetings, and of course inventive ways of producing great results while working under difficult circumstances.

Be in touch directly with every team member one on one, each day – even just for a few minutes. It can also be helpful to open a conference bridge for your team at a set time every afternoon, allowing them to dial in if they want to chat.

If you need assistance on how to get your remote working space set up now, Macquarie Telecom has the following solutions to keep your business running.

Everything Mobile Plans
All encompassing mobile plans that include iPhone 11 (64GB), 5GB data (including dongle) and unlimited calls + text for $65/mo.

Notify Now
An instant messaging service to groups of any size. It's an immediate way of contacting your remote staff. Setup is instant and simple.

Macquarie Telecom Hello
A new cloud-based business phone for $32/mo. Phone and all calls.