

[Tips and Tricks to manage large teams in a remote environment' – Part 2](#)

Since there was a huge request for an encore after the previous article on the topic, here's the sequel. Continuing from where we left off here's compendium #2:

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Use video as much as you can – When we get used to working digitally day in and day out, rather than staring at an empty screen, the usage of video makes it as human as possible! Human conversation goes beyond the verbal! Visual cues help you with “sentiment analysis”!

Visual/moving dashboards for tracking progress– Used to as we are to movement when we meet physically, the usage of dynamic (rather than static) dashboards and visual (as opposed to text) enables humanization of interactions in a remote setting.

Make white-boarding and ideating remote-friendly – Work is not just about you and your device, it is also about your participation in brainstorming and ideation over endless cups of coffee (!) While digital collaboration tools have become the new normal, the usage of digital tools for white-boarding and ideation, while there is a significant distance to be traversed, aids virtual exchange of ideas!

Inspire, don't just transact – Remote workers do not get to experience cultural beats! The usage of inspiring videos, online events, virtual buzz, etc. go a long way towards inspiring

workers to give their best day in & day out, rather than get into the transactional aspect of executing tasks!

Add people – One thing amiss about a virtual way of working is that everything is organized! How about adding people on calls, the way you would drop by someone's cabin in a physical setting? It just creates excitement!

Buddies / mentors – On-boarding is the one area where firms need to spend a lot of time during these times! Since new employees need to navigate their way through the firm digitally, the assignment of mentors/ buddies will aid them greatly via the addition of a human touch!

The office is the new offsite! As people recalibrate their approach in the long term towards a hybrid model (WFH and WFO operating in parallel), the office ends up donning a new avatar as the place for catching up physically!

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