infor

4 ways to create an effective remote work strategy

Set up your team for success in the new world of work

1. Start with your culture

Technology makes remote work possible, but businesses need the right culture in place to sustain remote scenarios over the long term. Many organizations must abandon longstanding ideas about how and when work gets done. In remote work environments, work proceeds asynchronously, and the iconic 9-to-5 workday becomes a relic of the past. Trust, accountability, and open communications are cultural prerequisites to a successful approach. Management can't expect to continuously monitor individual performance, and employees must agree to quantitative measures that document their contributions. Both sides must clearly communicate expectations and issues to avoid any negative impact.

2. Identify remote-ready roles and tasks

Some jobs are perfect for remote work. Others will never fit the remote paradigm. However, with the bulk of roles, some tasks are remote-ready, while others may need to be reinvented or reassigned. For example, healthcare has traditionally depended on face-to-face interactions. However, we've seen how telemedicine has successfully replaced many in-person consultations, while home services by field-based healthcare workers could substitute for visits to a hospital or clinic for routine care in many cases. Break a job down into its component tasks to better understand which could continue under a remote model and explore ways that some tasks that have always required an on-site presence may have a remote alternative.

3. Pick the right people

With the right person in a remote-work position, productivity can increase dramatically—up to 300%, according to one study. But not everyone thrives in a remote working environment. The best candidates are task-focused with a true sense of personal strengths and weaknesses. They're also comfortable expressing thoughts and emotions. Successful remote workers are motivated by a sense of urgency regarding work tasks and aren't as reliant on external praise. In short, the ideal remote worker isn't as dependent on the face-to-face dynamics of the traditional work environment.

4. Tap new technology

Video conferencing has had its breakout moment in this new world of work. But successful remote work scenarios need more than just a substitute for an around-the-table meeting. Supervisors also need solutions to manage remote staff members and provide the feedback that's critical to smoothly functioning processes. One of the unintended consequences is that the remote paradigm may spell the end of the dreaded annual performance review. Remote management tools give managers ongoing access to real-time performance data and can provide feedback and guidance immediately, as opposed to waiting for a rigidly scheduled date and time.

To learn more and gain practical information about steps your organization can take to create a remote workforce, check out this eBook.

DOWNLOAD NOW ↗