



Module 3 - Appreciation to Remote Employees



Reasons to Attend

Workplaces worldwide have gone through significant change since our working conditions have been changed for many of us. Organizations are increasingly recognizing the need to increase their employees' well-being because they appreciate that their most important resources are their human resources- their employees. Employees' roles have changed as a result, and so have their expectations from their Leaders and Managers. The lack of recognition can be a cause of serious stress, among other factors, which can result in increased conflicts and impacting organizational goals and productivity.

Course Methodology

The course is designed for all decision-makers within your company. It is divided into independent modules and is adjusted to the number of attendees. In a group course, attendees gain all strategies for showing appreciation to remote employees through role-plays, group activities, and cases that are included for each module to strengthen participants' ability to transfer the knowledge into the work environment. Awareness building, skill-building, and reflection times are carefully designed to ensure the right impact.

Content

1. Set up a recognition platform

It is common knowledge that companies with a strategic recognition program have lower frustration among employees and that it has a positive impact on engagement and business results. Whether it is *Slack*, *Google Hangout*, *Microsoft Teams*, or you are using your company intranet to stay in touch with your team, think of it as a virtual water cooler, a chance you have to establish a rapport and express recognition for an accomplishment to your employee. The employee recognition program is an investment, rather than expense and there is a variety of ways to show it, without adjusting your budgets much.



2. Be online together for no specific reason

Just because we have to socially distance, does not mean you cannot get together online for a little fun. Hold virtual breakfasts, lunches, or impromptu happy hours using Zoom or JoinMe. In addition to celebrating team wins, such a new client or the successful completion of a project, use these get together to catch up and get to know your employees better. Connect your teams through staff engagement practices and encourage them to nurture work-life balance and to share a good laugh together, as it helps to strengthen relationships, resilience, and improves individual and organizational results.

3. Go old school

Group communication is great, but it does not compare to a one-on-one phone call or online chat with remote employees. Be accessible even remotely. Communicating frequently to remote employees is more important as there are no chances for casual: good jobs. Many employees reported feeling isolated and thus not feeling recognized and appreciated, undervalued even. Providing them with informal chats is important and gives a chance to recognize each other's efforts or to ask for help.

4. Be creative and try to help

Do you need a reason to celebrate and recognize your remote team? Get creative. Send out virtual high fives. Move your existing programs like the employee of the month online using customizable certificates. There are different approaches to providing help to your employees. Telling them what to do, or talking endlessly about your ideas, and telling people how to do their job is not quite the best approach.

Course Objectives

By the end of the course, participants will be able to:

- Identify motivational contributors to your remote employees' engagement ✓
- Communicate more successfully remotely ✓
- Design and implement techniques of showing appreciation to their employees ✓
- Create a respectful and successful work environment ✓
- Increase organizational productivity and employee engagement ✓



Target Audience

HR team members, 1st and 2nd level managers, team leaders, and other stakeholders and decision-makers who want to build a positive work culture in their organizations.

Certificates: By the end of every course, attendees will be awarded a certificate for successful attendance or accomplishment, provided by Kitanovski consulting.

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