# Virtual Workforce? 5 Keys to make the transition successful

Wegner CPAs

SCHERCK CONSULTING, LLC
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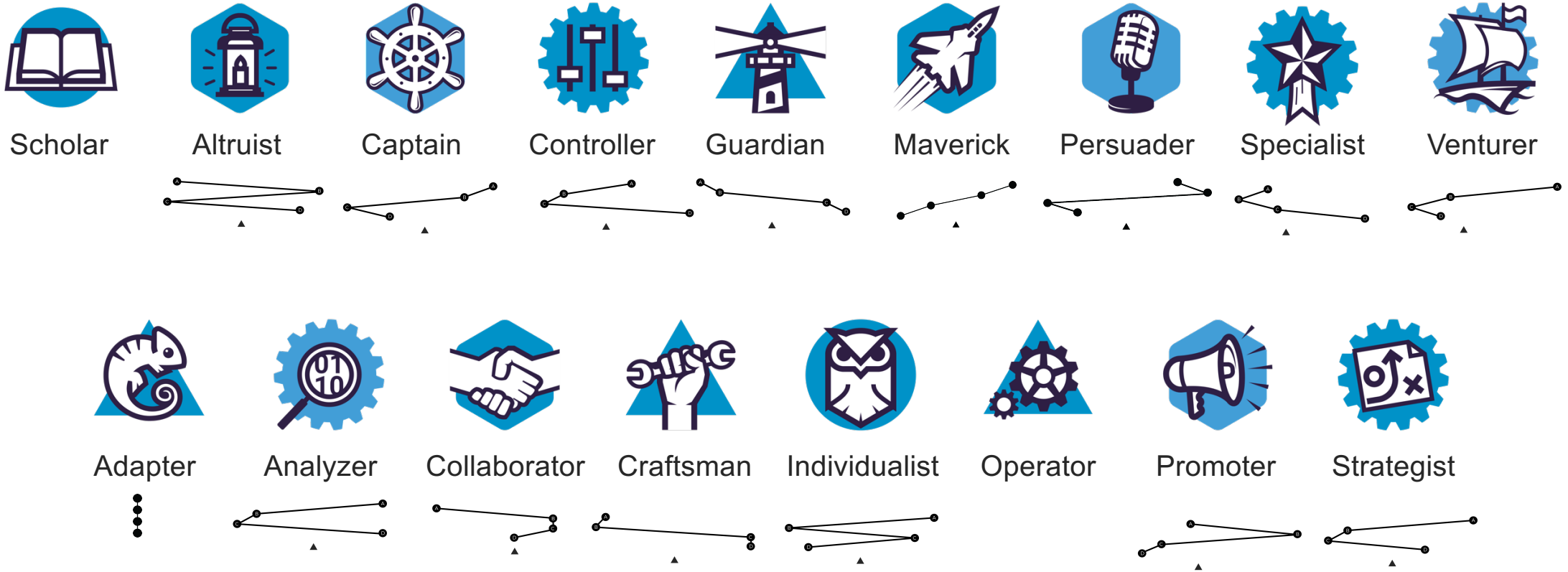
# Agenda

1. Individualization
2. Communication
3. Team Dynamics
4. Engagement
5. Accountability

# What if you knew the needs that each employee had, backed by science?



# Individualization

- Under what conditions do your employees perform best?
- What are key concerns about workflow and the work from home environment?
- What needs do you staff have?
- Create an individualize approach that allows each person to thrive in this new and currently uncertain environment.

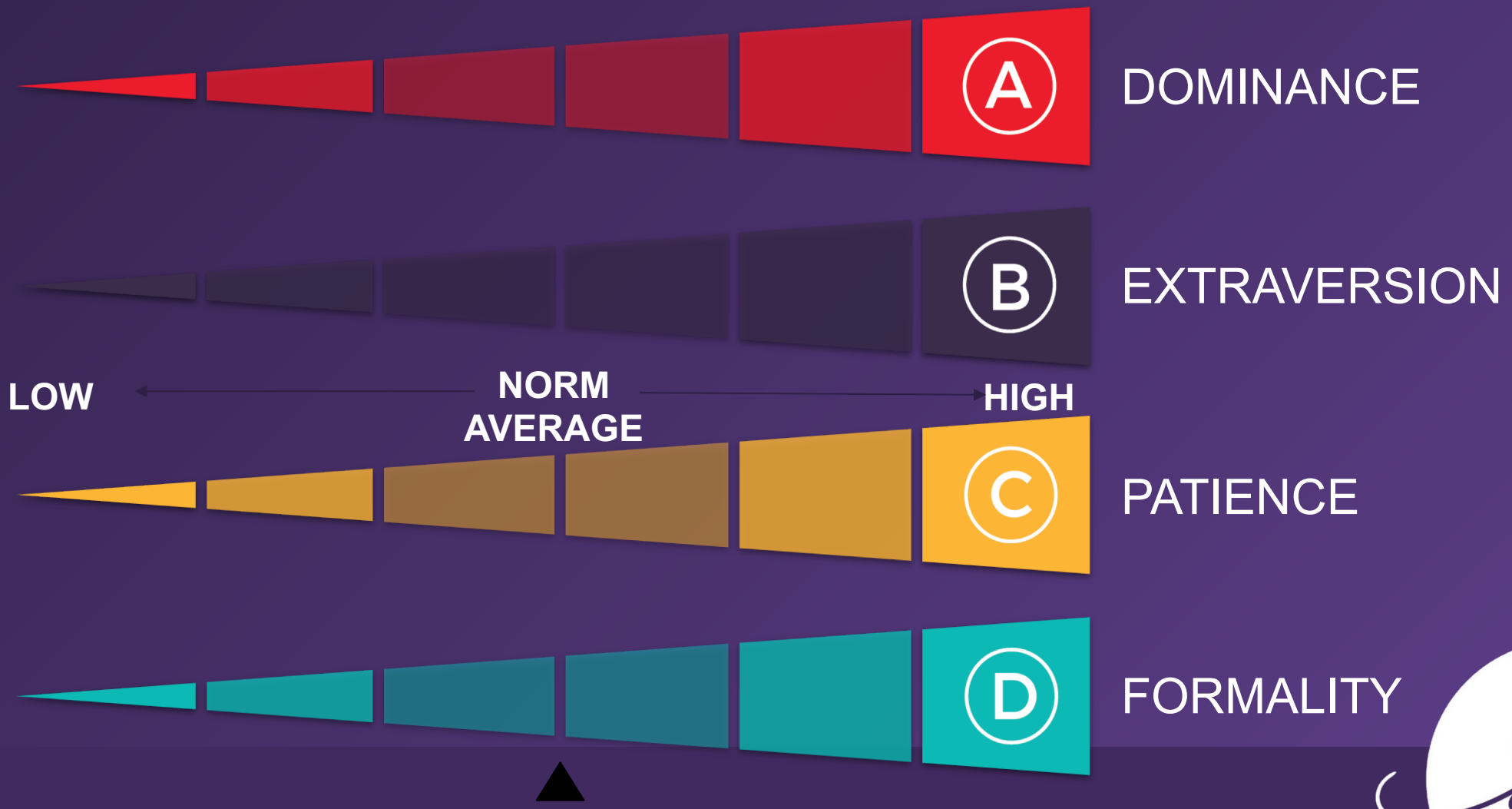
Experience
Skills
Interests
Knowledge
Attitudes and values
Education and training
Language and literacy
Intelligence
Physical and health
Motivating Drives, Needs, and Behaviors

# Do you know how to communicate with each staff member to increase productivity?

# Communication

- Ensure that staff still feel they have the **resources, information and relationships** to do their jobs well.
- **Socialization** is key to great working relationships, ensure that you build personal check-ins into each day.
- Depending on the **behavioral needs** of each employee, an individualized plan will increase work productivity.
- **Transparency** in communication.
  - We are needing to deliver tough messages from safer at home orders to layoffs.
  - Ensure your staff feel included and safe to perform at their best.

# Measures Behavioral Drives

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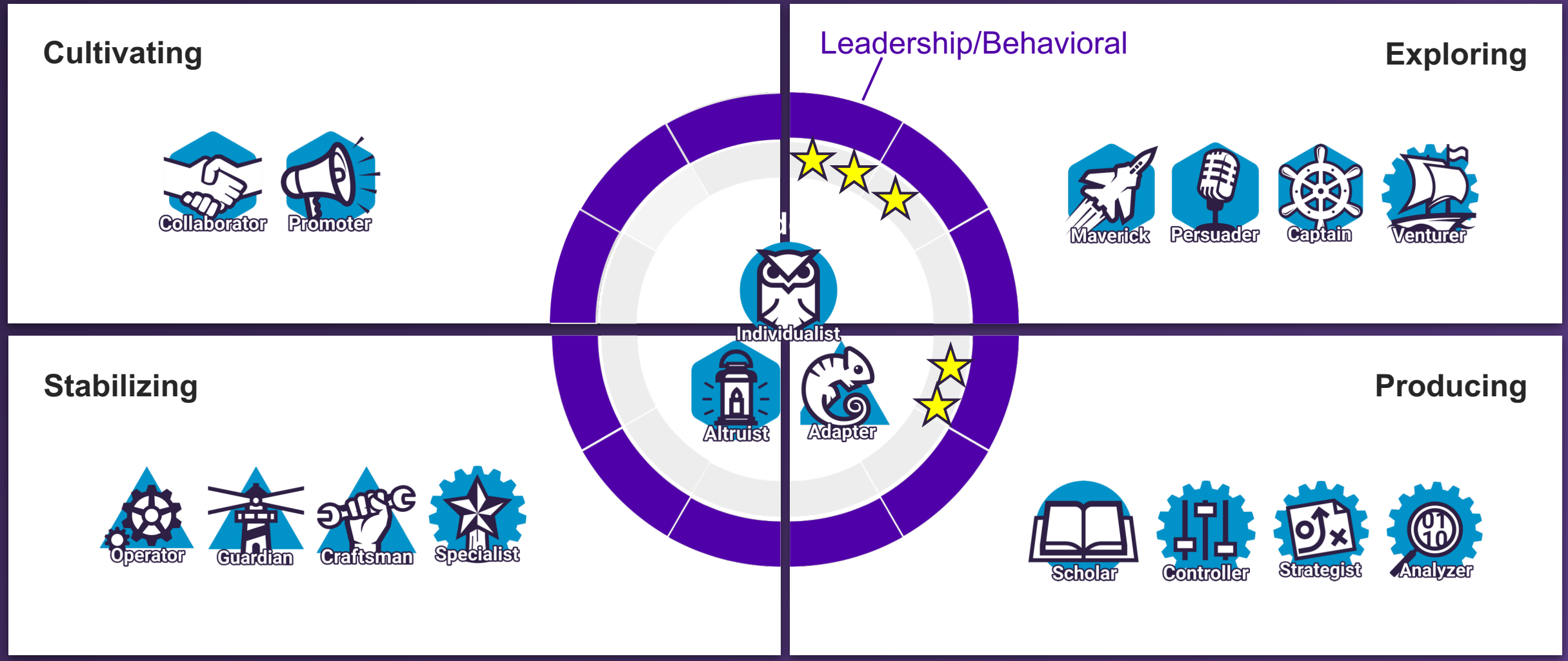
# Do you know each person's individual strengths and how they align with the team’s work styles?

# Team's Work Style

- Understanding what the team as a whole needs to stay productive in times of uncertainty will be key to thriving.
- What technology can you use that will support the team as a whole?
  - Zoom
  - Phone
  - Stand up meetings
  - Chat System
  - Project Management Software
- Recognize great work as a team.

# Team's Work Styles

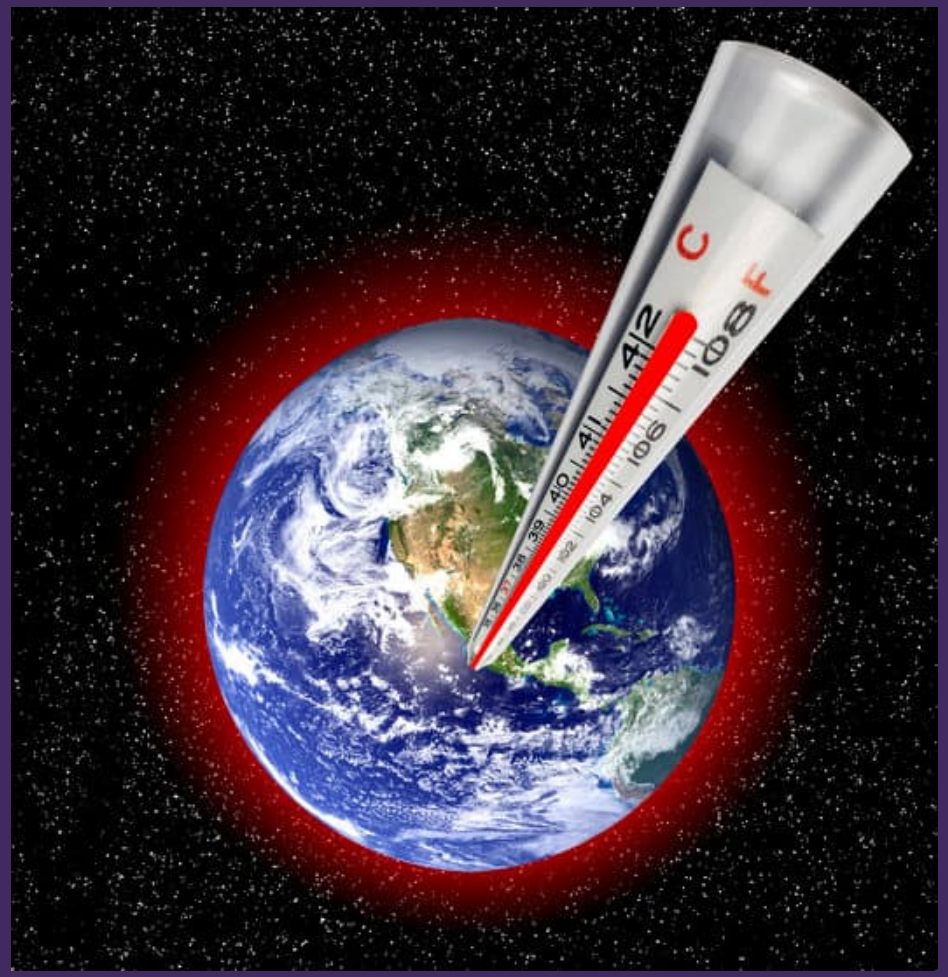


# How do you keep employees engaged virtually in a time of uncertainty?

# Employee Engagement

- Monitor Job Satisfaction
- Continue project teams remotely utilizing each employee's strengths and connectedness with the team as a whole.
- Gain input from team members.
- Build trust.
- Boost Morale.
- Frequent and transparent communication.
- Be consistent with company and team values.
- Keep going.

# Engagement



# How does your staff know what is expected of them?

# Accountability

- Defined:
  - How much
  - Of what
  - By when
- Have you aligned the expectations in this new normal with the mission, tools to be successful and clear communication?
- Weekly Hour One & Hour Done

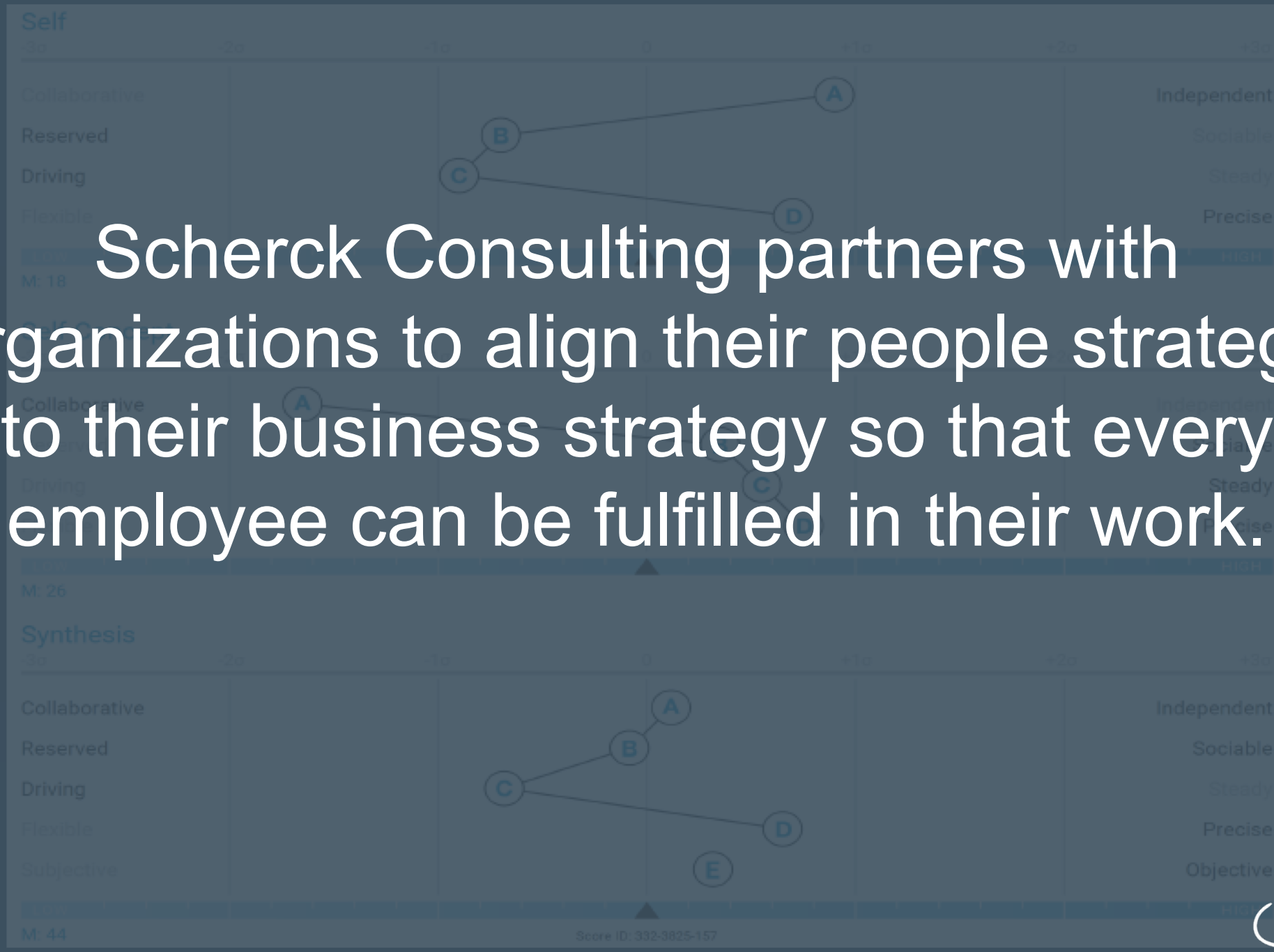
# What will you do to take action?

1. Schedule daily huddles
2. Complete a BA on two staff members
3. Individualize your management based on employees needs.

# 5 Keys to Transition to a Virtual Workforce.

1. Individualization
2. Communication
3. Team Dynamics
4. Engagement
5. Accountability

# Questions?




Scherck Consulting partners with organizations to align their people strategy to their business strategy so that every employee can be fulfilled in their work.

# Thank You

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