

The background of the entire page is a photograph of a diverse group of people in a business setting. They are gathered around a table, with their hands clasped together in a huddle, suggesting teamwork and collaboration. The image is partially obscured by a dark blue semi-transparent rectangle in the center and several solid-colored geometric shapes (orange and dark blue) in the corners and sides.

5 Ways to Help Employee Connect

– Quick Guide –

Research has shown that in the era of hybrid and remote workplace, fostering genuine connections in the workplace has become a formidable challenge.

However,

Having a strong social bonds among employees not only boost morale and job satisfaction but also enhance productivity and creativity.

Then, what strategies should be used to strengthen bond and cultivate a sense of community between employees?

Virtual

Watercooler Sessions

Encourage team members to share personal things such as hobbies or interests during virtual water cooler sessions (ice-breaker session) to foster deeper connections beyond work-related topics. Rotate the responsibility of hosting these sessions among team members to encourage participation and engagement.

Cross-Functional

Collaboration Project



Provide opportunities for employees to cross-training and skill-sharing among team members to facilitate collaboration on projects. Provide workshops or training session where employees has the chance to learn new skills that are relevant to their roles and ongoing projects. Encourage managers to recognize and reward collaborative efforts to build a culture of teamwork and cooperation.



Employee Resources Group (ERG)

Promote ERGs to drive initiatives which can later promote diversity, inclusion, and equity within the team. Offer funding or resources to support ERG-led events or initiatives that benefit the broader employee community. Encourage ERGs to collaborate on projects or events to foster discussion of ideas and perspectives.

Virtual Team-

Building Activities



Create virtual team-building activities to reflect the interests and preferences of team members. Allow employees to vote on activity options to ensure inclusivity and engagement. Always encourage team leaders to participate actively in team-building activities to set a positive example. Provide opportunities for feedback after each activity to identify areas for improvement.



Buddy Systems

Implement buddy systems for new hires. Pair new hires with buddies who have similar backgrounds, interests, or career aspirations to weave meaningful connections. Encourage buddies to share their own experiences and offer insights into company culture and norms. Provide structured guide and resources for buddies to support them.



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