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Creating Community in a Remote Environment



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Ria Neuendorff

Chief People Officer

Online Business Systems



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The Rationale of Building Strong Connections

“Psychologists have long identified the desire to feel connected to others as a basic human need, and interpersonal relationships have a significant impact on our mental health, health behavior, physical health, and mortality risk” (Umberson & Montez, 2010).”



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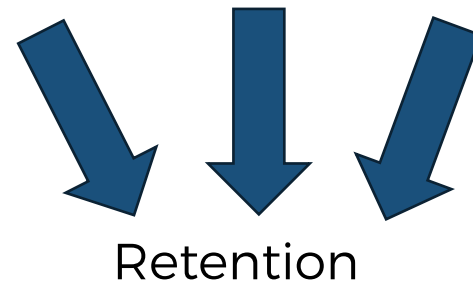
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Why Connections are Important in the Workplace

- Engagement
- Collaboration → Shared Knowledge → Enhanced Team Performance
- Innovation
- Fulfillment. Satisfaction.
- A Sense of Inclusiveness and Belonging
- Reduced Health Risks



But Not Everyone is Seeking Connection....

- Covid was gift for some
- Employers must create an environment that supports community...
 - Be purposeful in building connections
 - Model behavior
 - Recognize and value contributions of team members
 - Recognize disengagement
 - Support mental health and wellness
- Need to build connections with all



Building Communities with Purpose

Business Focus

- People need to feel welcomed and valued
- Create space with inclusive norms
- Determine mediums/times that work best
- Establish level playing field – all virtual
- Set ground rules (camera on/off)
- Communicate, communicate, communicate
- Create alignment/purpose
- Career Mentorship
- Consider Initiatives that promote connection



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Building Communities with Purpose

Social Focus

- Find common areas of interest
 - Virtual activities
 - Foster smaller communities
- One on ones or groups
- Check-ins



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Thank You!



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