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REMOTE TEAM RECONNECTION

THE 'WHY'

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We are a collective that LOVES creating impactful, in-person experiences. They keep us up at night, they light fires we didn't even know we had within us and opportunities for creation continually present themselves when the world needs them most.

But designing and planning an experience that will actually be ROI positive for your company and your team members isn't like planning your uncle's 65th birthday BBQ...'don't forget the ice!' It is actually a complex process that involves research, data, deep thinking, intricate planning and flawless execution.

And we here at Nomadic6 don't just design elements of an experience because 'they sound fun everyone, just trust us!'

No.

We start with the most up-to-date research coming out of remote work, experience design, behavioural psychology and leadership and culture and build based on the trends and insights we encounter.

So... this guide is our translation machine of sorts. We've sat in front of our laptops with 37 tabs open of articles, papers and eBooks and combed through the data.

We've had endless calls with experts in the industries that impact remote teams. We've written notes and notes and more notes and changed this very piece of work more times than we can count, just because we found a more intriguing stat.

Things move quick in this space and we do all of this work so you don't have to. High five to that!

This bite-size guide will arm you with the knowledge and insights you need to make the BEST decision for your remote team.

And hey, if the best decision for your remote team is coming together for a 30-day Nomadic6 experience, then we are ready for you.

Let's dive in.

We currently see four predominant trends in remote work and these serve as Nomadic6's north star pillars in the experiences we design.

The desire for team members to stay remote

The longing for deeper connection amongst teams to combat loneliness

The roots of motivation and need for clarity around work

The pressing need to maintain, develop and innovate the culture of remote team companies

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The desire for team members to stay remote

Remote work is here to stay. That's what we're all hearing right? Well let's look at some key data as to why.

- According to *GALLUP*, 9 out of 10 remote-capable employees desire some degree of remote-work flexibility moving forward.

- In 2022 and beyond, work set ups will be 53% hybrid and 24% exclusively remote (*GALLUP*).

- 84% of the 2050 remote workers surveyed for the 2021 State of Remote Work Report from *Owl Labs* reported that working remotely after the pandemic would make them happier, even if a pay cut was involved.

- *Ladders* research has tracked North America's largest 50,000 employers since the pandemic came into existence. Just 4% of all high paying jobs before the pandemic were remote, as apposed to more than 15% today!

- *Buffer* asked 2118 people from 16 different countries if they would like to work remotely, at least some of the time, for the rest of their career. 97% said yes!

Five pretty significant trends if you ask us.

So if remote work continues to be a preferred style of work for employees, then how can we introduce them to an environment specifically designed for human thriving in remote teams, elevated productivity and deep thinking and problem solving?

A Nomadic6 Experience may be just what you are looking for to keep your remote teams operating successfully.

The longing for deeper connection amongst teams to combat loneliness

So workers want to stay remote. We know that now. But remote work isn't all about lattes, trendy coffee shops and thousand-dollar home office set ups. Navigating what it means to be remote is different for each team member. Where they live, who they live with and what access they have to inspiring spaces all play into a thriving existence as a remote employee.

One apparent ramification of being removed from the hustle and bustle of a physical office is social isolation.

- According to a *BetterUp* study, 43% of remote workers don't feel a sense of connection with co-workers and a sobering 22% don't have even one friend at work.

- *BetterUp* also recorded 128% more loneliness, 107% more anxiety, 78% more burnout and 49% more stress for those who weren't connected with others at work.

If you are a leader and you are brushing stats like these under the rug, then your superstar team won't be superstar for long. In fact, *BetterUp* found that when leaders prioritize social connection in their companies, they see 91% more personal growth and 101% more professional growth in their employees. Now those are some stellar results!

We bet you're thinking…. prioritizing social connection in a remote team is all good and well in theory yes. But actually, it's not so easy to execute consistently.

We hear you.

And that is why the Nomadic6 30 Day Remote Team Reconnection Experience can serve as your annual social connection event. **Check out what a day in the life of your team at Nomadic6 looks like here.**

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The roots of motivation and need for clarity around work

Slack, Zoom, Whatsapp, Airtable, Email, Teams, Notion, EDT, GMT, CET.... what time is it where you are again? Oh you messaged me on slack? I sent you an email, did you get it? Oh sorry, I forgot it's your 3am!

Clarity around our work goals, motivations and relationships was a lot easier when we were together all the time in the office. We sat next to each other, met with each other daily, had lunch together and checked in with other colleagues by walking about 30 seconds away. Every work place had their happy hours, casual fridays and birthday lunches. They had their monthly meetings and breakfast networking events.

Now remote teams are doing things digital, trying to somehow replicate the in-person experiences that came so natural to us. Now we are working with colleagues in different timezones, with different schedules and via many different modalities. Yikes.

The lines are blurred between home and work life. When to work. When not to work. That is the question. Accountability is hard to enforce and practice. Expectations are harder to set and measure. A Workplace *GALLUP* study recently found that only 50% of employees clearly know what is expected of them at work. That is only half your team!

Sometimes face-to-face initiatives is how clarity returns. When zoom calls are just not cutting it anymore or you just can't, for the life of you, find a time that works for everyone to come together and start working on your company's next big problem.

This is where extended, in-person experiences like Nomadic6 comes into play. Click here to see if your company is a good fit.

The Pressing Need To Maintain, Develop And Innovate The Culture Of Remote Team Companies

Clarity around motivation, boundaries and home/work life is not the only aspect of remote work that needs to be considered differently. We all know that company culture hugely impacts employee experience, retention and talent acquisition. But not taking time to reevaluate it post-pandemic is how cracks will start to show in the performance of your team.

With no centralized, in-person office hub, a positive company culture can be quite difficult to achieve. But connection to colleagues and the company's vision is what keeps employees from leaving - sense of loyalty and a feeling of 'not just a job'.

81% of Employees are More Loyal to Companies Offering Flexible Work Options

It is early days in the navigation of remote company culture, however one belief that Nomadic6 will take to the grave is that extended, in-person experiences are crucial in positively influencing employee experience and innovating a company's remote culture.

Think of the last great experience you had. Maybe it was a concert or a show, a surprise birthday party, an awards ceremony or a trip-of-a-lifetime. Now, no matter what the experience was or where it happened in the world, what meaningful experiences like these ones have in common is they are face-to-face and they are shared with others. These two elements are the key in designing impactful experiences - impactful experiences such as Nomadic6.

The Nomadic6 Experience isn't a vacation. It isn't a time for slacking off. It is an opportunity to bring a team together and actively shape a positive culture of work - one that will live on once everyone returns to their respective cities and home lives. It is a chance to facilitate deep connections in your team and work on current pain points, new services or program launches.

Spending 30 days together will not only be an experience-of-a-lifetime but it will positively shape the culture of your company in ways that you just can't achieve digitally. Just wait and see.

Our next Nomadic6 30-Day Remote Team Reconnection Experience is in Barcelona, Spain from Nov 5th - Dec 4th 2022.

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Join us

or get in touch: matt@nomadic6.com

Here's where we found all this gold (just a few of our favorite resources)

Forbes - Remote Work Is Here To Stay And Will Increase Into 2023, Experts Say

Buffer - 2022 State of Remote Work

Forbes - The Connection Crisis: Craving Friends At Work And How To Bring Back Belonging

GALLUP - The Future of Hybrid Work: 5 Key Questions Answered With Data

Owl Labs - 2021 State of Remote Work

Masterclass - How to Work from Home: Pros and Cons of Remote Work

GALLUP - Leading Remotely: What Managers Need to Keep Teams Engaged

6Q - How to Grow a Positive Company Culture with a Remote Team

Gitlab - Considerations for in-person interactions in a remote company

FlexJobs - Remote Work Stats & Trends: Navigating Work From Home Jobs