



**Teambuilding Activities
for a Remote Workforce**

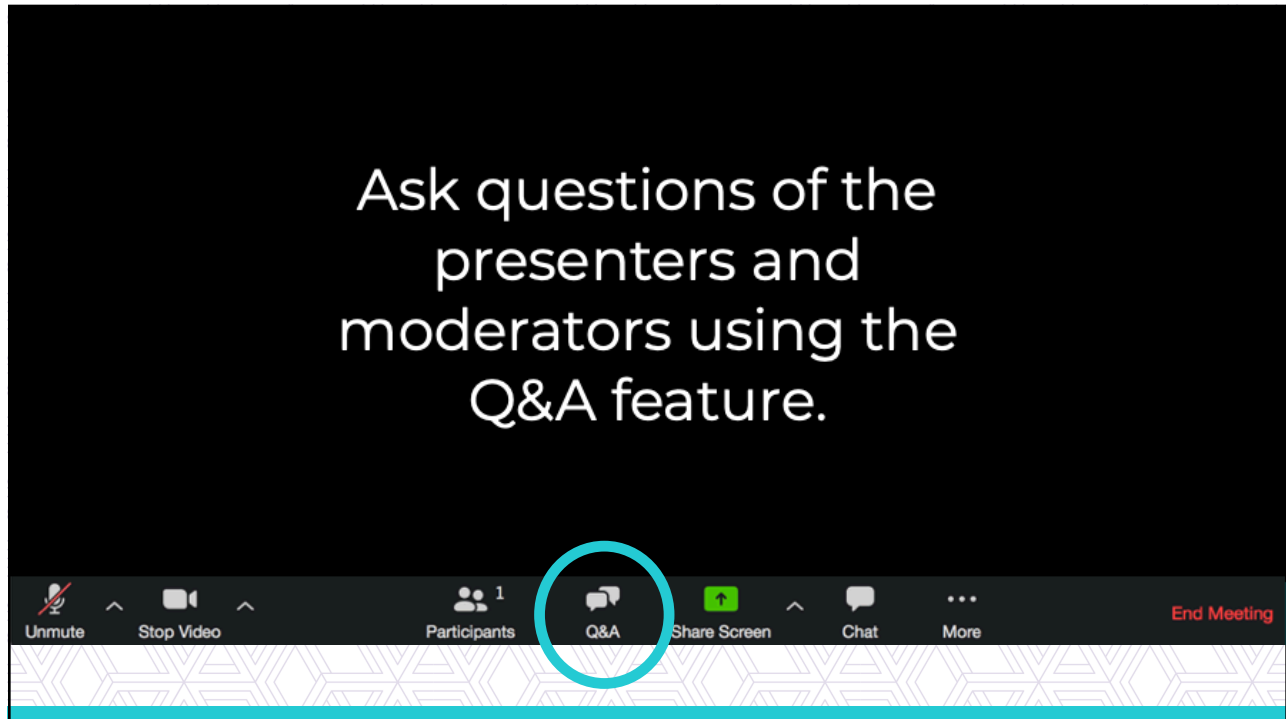
Aaron Wolowiec
Chief Executive Officer

April 16, 2020

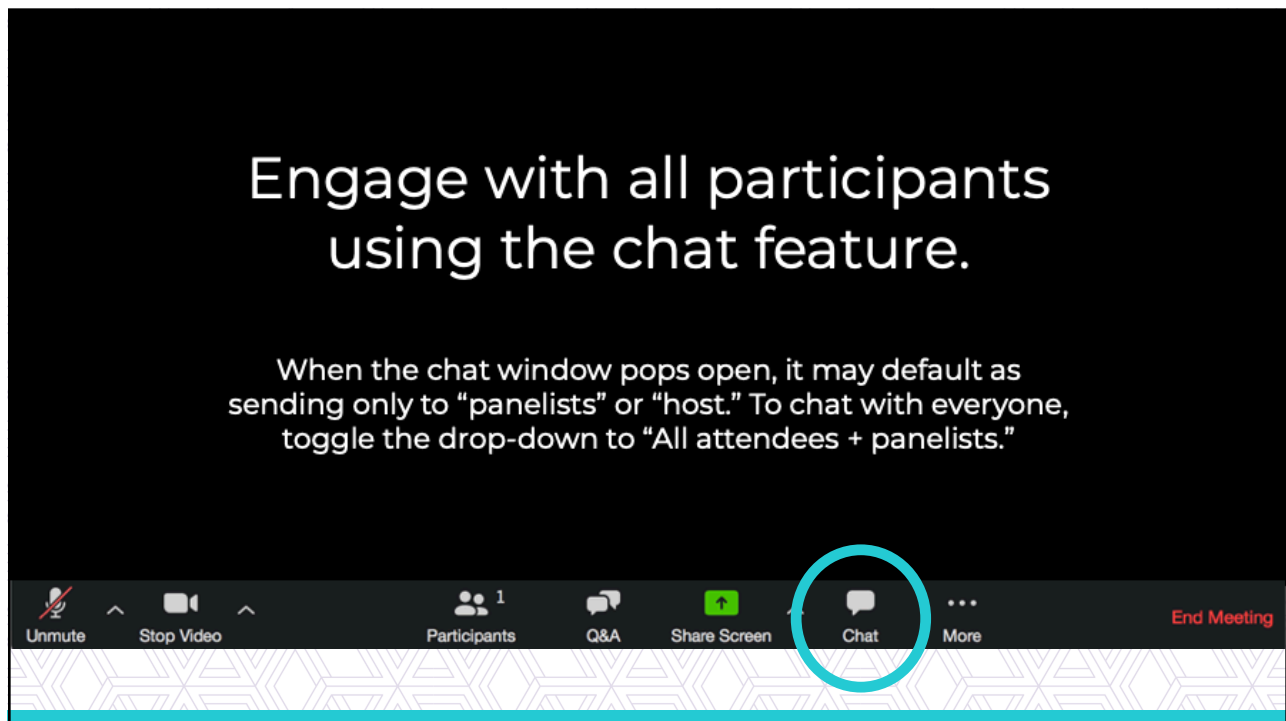
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introductions

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Aaron Wolowiec
he, him, his
Learning/Meetings Strategist
Certified Facilitator/Mentor Trainer
Author, Coach & Speaker

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Lindsay Gross

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Director, Facilitation Services
Certified ToP Facilitator
Mentor Trainer

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Introductions

In the chat box, share the following as a single post:

- Name
- Role (formal or informal)
- Organization (no acronyms, please!)
- What brings you to today's webinar

Reminder! Check the chat box "To:" section and toggle it so that it sends your chat to "all attendees + panelists."

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housekeeping

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Housekeeping

- We are recording today's webinar (1 – 2 p.m. ET)
- Don't worry, we can't see or hear you!
- We'll be sharing our resources with you (e.g., PPT, links)
- You're welcome to take screenshots
- Subscribe to our newsletter:
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Agenda

- Importance of teambuilding
- Teambuilding ideas
- Your success stories
- Challenges and roadblocks
- Wrap up

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Importance of teambuilding

- We've become a remote workforce
 - For some: Quickly/unexpectedly
 - For others: Remote workers previously disengaged
- Workloads have changed
 - For some: Reduced
 - For others: More
 - And still others: Different



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Importance of teambuilding

- Continuity planning taking precedence
- Emotions are percolating (e.g., grief)
- Physical health is suffering (e.g., insomnia)
- Introvert/extrovert experiences exacerbated
- Social distancing will likely continue into 2021
- Camaraderie may not be top of mind
- You may not be in touch with the “feelings”
- Intentional teambuilding is key to our success

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Importance of teambuilding

Teambuilding can help us:

- Inspire positive thinking
- Promote an optimistic outlook
- Generate feelings of compassion
- Expand trust
- Reduce anxiety and stress




Among many other benefits...

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25 Teambuilding Activities for a Remote Workforce
(Ideas appear in no particular order; list is non-exhaustive; updated March 19, 2020)

Whether it's two weeks or two months, having some fun teambuilding activities you can participate in while social distancing will ease some of the challenges employees face in becoming a remote workforce so quickly/unexpectedly.

- **Question of the day** – Using Slack or another collaboration tool, post a question of the day. For example: Which season is your favorite and why? Either encourage responses/discussion throughout the day or designate a certain time period for everyone to engage simultaneously.
- **Photo of the day** – Similar to question of the day, pose a certain topic/question, ask team members to take a picture of that item/their response and post it to the group thread for reactions/discussion. For example: What's your latest home project and how's it going?
- **MTV Cribs** – Showcase your home office space – whether temporary or permanent – via photo/video in the style of MTV Cribs.
- **Show and tell** – Gather/take photos or present on video special photos/mementos around your home and why they're important to you.
- **Slack integrations** – Explore integrations like Donut, which pairs up team members to converse with one another every few weeks. These virtual meetings can last anywhere from 15 to 30 minutes and the aim is to bond team members on a one-on-one basis through non-work-related conversations.
- **Virtual potluck** – Set a daytime (like Friday at lunch) and everyone join via video (e.g., Zoom) to have lunch together. Share what you've prepared and catch up on water cooler-type conversations.
- **Bitmojis** – Create a Bitmoji (using the Bitmoji app on your mobile device). On any given day, ask team members to share their Bitmoji following a certain prompt. For example: What Bitmoji best represents how you slept last night?
- **Ted Talks** – Identify a Ted Talk (or other training webinar) you'd like to participate in as a team. While you're viewing it together, share insights and questions in real time via a shared chat platform. Afterward, consider applications to your organization.
- **Coffee klatsch** – Take 15 minutes on video one morning to sit down with your team and your favorite beverages (e.g., coffee, tea, water, soda) and just share what's going on in your lives. Identify ongoing opportunities to support one another.
- **Walking meeting** – We need to get up and move from time to time, so set aside a time on a given day to walk the neighborhood. Take and post photos of something interesting you saw on your walk. Alternatively, pose a challenging workplace problem, encourage team members to consider solutions during their walk and then come back for a team meeting to discuss ideas.
- **Team playlists** – Have everyone share their current favorite song. Using a platform like Spotify, create a staff playlist to fuel workdays, walks or workouts.
- **Personal facts guessing game** – Gather a list of personal facts (one or two per team member). Once the list has been aggregated and randomized, have participants guess who they think each belongs to.
- **Scavenger hunt** – Generate a short list of random items you may or may not traditionally find around the home. Give team members a certain amount of time to go find them. Come back and present to the group on camera what you found. The person with the most items collected wins.
- **Gif game** – Using a resource like Giphy, create a prompt and have team members respond with gifs. For example: Describe your Monday (or your weekend) using only a gif.
- **Emoji game** – Pick a category like favorite book or movie and have team members create a pictogram using only emojis to convey that title. Have everyone else guess the title until each has been correctly decoded.
- **Meme game** – Share a prompt with your team. For example: "When your friend who exaggerates everything is telling a story, but you were actually there." Then, everyone else searches, chooses and posts a meme. Once they're all posted, people vote on their favorite (other than their own).
- **National days** – Use a service like National Day Calendar to keep track of fun, unusual and unique national days to celebrate with your team.
- **Coworkers** – Start a thread asking your teammates to tell you something the kids, pets or adults in their household are doing, but to call them their coworkers, and the rest of the team should decide just how upset Human Resources (HR) will be.
- **Workouts/challenges** – As a team, select a workout (e.g., Couch to 5K) or challenge (e.g., 30-day abs) and motivate one another to complete each day's workout/challenge.
- **Virtual Vacation** – Take a virtual vacation together. Share photos from a memorable vacation/staycation – or someplace team members hope to visit one day.
- **Book club** – Select a book (either personal or professional) to read as a team. Agree to certain page milestones and then come together in regular intervals to discuss.
- **Happy hour** – For those who are interested, set up an After 5 group, pour your favorite wine or mix your favorite cocktail, and then debrief the day/week during an informal video chat.
- **Celebrations** – Don't forget those birthdays, anniversaries and other important team member celebrations. Consider ways to recognize coworkers with digital gift cards, personal time off and other rewards.
- **Movie/TV reviews** – Thinking like a movie/TV critic, have team members write and share brief reviews for the movies/TV shows they're currently watching.
- **Tip of the week** – Ask each team member to share one new learning from the week that has helped them grow either personally or professionally. Have them link to resources (where possible) for those interested in researching more information.

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Spirit week



Association Spirit Week

MON 03/30
SUNGLASSES DAY

TUE 03/31
PLAID DAY

WED 04/01
CRAZY SOCKS DAY

THU 04/02
HAT DAY

FRI 04/03
SCHOOL/TEAM COLORS DAY

Share with us a photo of you wearing each spirit day item!



Musical stylings

- Every day at 4 p.m. for 15-20 minutes
- Organization-wide Slack discussion
- Housed in “Random” channel
- A question/discussion topic is posed
- A week of discussion questions focused on music:
 - What instrument do you / would you like to play?
 - What is / would be your go-to karaoke song?
 - Favorite artist you have seen / would like to see in concert?
- Organically grew each day by the team
- Team’s personalities really came out

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Grapes and... series



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**Grapes &
 Graphics**

APRIL 2 7-8 PM EASTERN ZOOM

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**Grapes &
 Games**

APRIL 23 7-8 PM EASTERN ZOOM

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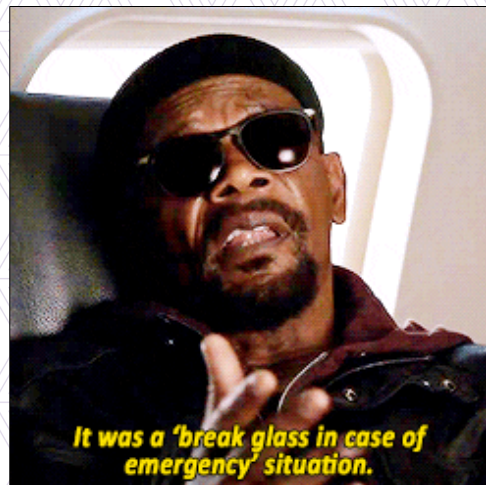
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Conference swag



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Gif challenge



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National day

ARE YOU KITTEN ME?

It's Love Your Pet Day!

As if we needed an excuse. Show us pics of your pets!




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Workout challenge

THE CORE CHALLENGE

Start here

- 40 CRUNCHES
- 15 PUSH UPS
- 1 MIN PLANK
- 30 SECS SIDE PLANK
- 30 SECS SIDE PLANK
- 1 MIN PLANK
- 15 PUSH UPS
- 1 MIN BRIDGE
- 50 CRUNCHES
- 1 MIN RAISED PLANK
- 2 MINS BRIDGE
- 50 CRUNCHES




HEALTHY BY ASSOCIATION
powered by intention

JOIN THE MOVEMENT!

HealthyByAssociation

WE CHALLENGE YOU!

30-DAY SQUAT CHALLENGE		BEGINNER PUSH-UP CHALLENGE	
Day 1: 50	Day 16: Repeat	Day 1: 5	Day 16: 20
Day 2: 60	Day 17: 100	Day 2: 6	Day 17: 20
Day 3: 80	Day 18: 155	Day 3: 8	Day 18: 20
Day 4: Repeat	Day 19: 180	Day 4: 8	Day 19: 20
Day 5: 120	Day 20: Repeat	Day 5: 7	Day 20: 20
Day 6: 75	Day 21: 180	Day 6: 7	Day 21: 20
Day 7: 80	Day 22: 180	Day 7: 10	Day 22: 20
Day 8: Repeat	Day 23: Repeat	Day 8: 10	Day 23: 20
Day 9: 100	Day 24: 225	Day 9: 10	Day 24: 20
Day 10: 100	Day 25: 225	Day 10: 10	Day 25: 20
Day 11: 110	Day 26: Repeat	Day 11: 10	Day 26: 20
Day 12: Repeat	Day 27: 225	Day 12: 10	Day 27: 20
Day 13: 120	Day 28: Repeat	Day 13: Repeat	Day 28: 20
Day 14: 120	Day 29: 240	Day 14: 10	Day 29: 20
Day 15: 140	Day 30: 240	Day 15: 10	Day 30: 20

30-DAY PLANK CHALLENGE		30-DAY CRUNCH CHALLENGE	
Day 1: 20 sec	Day 11: 2 min	Day 1: Repeat	Day 11: Repeat
Day 2: 30 sec	Day 12: 2 min	Day 2: 10	Day 12: 100
Day 3: 30 sec	Day 13: 2.5 min	Day 3: 10	Day 13: 100
Day 4: 30 sec	Day 14: Repeat	Day 4: Repeat	Day 14: 100
Day 5: 40 sec	Day 15: 2.5 min	Day 5: 40	Day 15: Repeat
Day 6: Repeat	Day 16: 2.5 min	Day 6: 40	Day 16: 100
Day 7: 45 sec	Day 17: 3 min	Day 7: 40	Day 17: 100
Day 8: 45 sec	Day 18: 3 min	Day 8: Repeat	Day 18: 100
Day 9: 1 min	Day 19: 3.5 min	Day 9: 100	Day 19: Repeat
Day 10: 1 min	Day 20: 3.5 min	Day 10: 100	Day 20: 100
Day 11: Repeat	Day 21: Repeat	Day 11: 100	Day 21: 100
Day 12: 1 min	Day 22: 4 min	Day 12: Repeat	Day 22: 100
Day 13: Repeat	Day 23: 4 min	Day 13: 100	Day 23: 100
Day 14: 1.5 min	Day 24: 4 min	Day 14: 100	Day 24: 100
Day 15: 1.5 min	Day 25: 4 min	Day 15: 100	Day 25: 100

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Movie/TV review

- Colleagues share their reviews
- You determine what you might be interested in watching
- Creates opportunities for future engagement/discussion
- Possibly even host a Netflix Party
 - Synchronizes video playback
 - Adds group chat

MOVIE/TV REVIEW

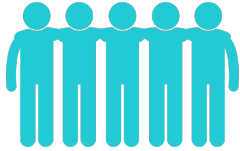
Thinking like a movie/TV critic, write a brief review for a movie/TV show you've recently watched.



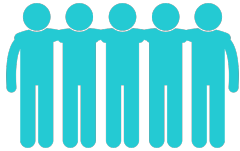

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 <p>What's one teambuilding activity you've tried?</p>	

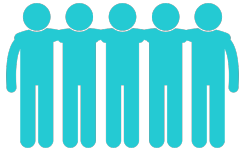



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 <p>What's one teambuilding activity you've tried?</p>	 <p>What emotions do you associate with that experience?</p>

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 <p>What's one teambuilding activity you've tried?</p>	 <p>What emotions do you associate with that experience?</p>
 <p>How have your team dynamics changed?</p>	

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 <p>What's one teambuilding activity you've tried?</p>	 <p>What emotions do you associate with that experience?</p>
 <p>How have your team dynamics changed?</p>	 <p>What's an activity you'd still like to try?</p>

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Challenges and roadblocks

- What is the current temperament of your team?
- Choose universal activities to the extent possible
- Consider what people have done (and what they might like to do given the opportunity)
- What barriers does technology present?
- Are activities culturally appropriate? Privileged? Accessible?
- What ways can you handle those who wish to opt out?
- To what extent are activities insensitive to furloughed staff?
- How will you use activities to create community vs. cliques?

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Blog Posts
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January:
Health and wellness

February:
Facilitation methods

March:
Instructional design

April:
Creative adaptation in times of change



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Digital Resources

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- Virtual Meeting Success Guide
- Telework Considerations Sample Checklist
- 25 Teambuilding Activities for a Remote Workforce
- Event Cancellation & Rebooking Sample Checklist

Download our free COVID-19 guides & checklists.



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Free Webinars

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TSAE Virtual Roundtable: Meeting Planning/Events
Tuesday, April 21, 1 - 2:15 p.m. CT

Marketing Your Mission & Core Values During the COVID-19 Crisis
Wednesday, April 22, 1 - 2 p.m. ET

Empathetic Marketing: Cultivating Creativity and Connection in a Crisis
Thursday, April 23, 1 - 2 p.m. ET

Free Community of Practice: Grapes & Games
Thursday, April 23, 7 - 8 p.m. ET

HBA Live! Wellness Check
Friday, April 24, 1 - 1:30 p.m. ET



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