



Working remotely – maintaining organizational culture

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“Culture is the promise that you make to your employees.”

“Brand is the promise that you make to your customers.”



Remote work is not rocket science



Aspects of a great culture

- Focus on your core values
- Servant Leadership
- Provide freedom, accountability and responsibility
- Provide context and not control
- Communicate , Communicate,
- Aligned yet loosely coupled
- High performance – Top of mind
- Career growth of Peeps
- Market compensation



Blending culture with remote teams

- Focus on Vision
- Focus on Mission
- Own it
- Embrace relationships
- Employee engagement
- Shared leadership
- Creating an open environment
- Creating training sessions
- Make communications easy
- Prevent isolation
- Focus on Health and wellness



The 3C's is the recipe

Communication- How does the team like to share the information

Collaboration - The tools that the team uses for communicating and sharing information

Culture - The core values that the team shares and believes in

**Communication + Collaboration + Culture =
Trust and Empowerment**

