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2020. 06. 18 / Thursday

Remotely Working, Closely Syncing

GLOCALIZE

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What the heck is “Culture”?

- “Culture” is defined in various ways.
- To me, “culture” is an environment where our “common sense” within the organization on making decisions and behave such ways are well-understood and accepted.
- With such common-sensed decisions and behaviors, people feel cared, informed, and belonged. - that’s the healthy culture in Glocalize’s definition.

Then how do we level our “common sense”?

- Common sense may not be so “common”.
- Setting up the “common sense” to the same level among organization is the key to the healthy culture.
- Common senses are set up by our people, how they want to work, how they want to communicate, and how they want to feel cared, informed and understood.
- Sometimes, yes, some “peer-pressure” is needed.

Like...turning on cameras for conference calls...



Working remotely? Physically or Spiritually?

- “Remote” here means physically apart each other, but we’re still working together online, like most of other companies.
- Many companies may work in a same space, but working “remotely”.
- Think through - is working remotely the challenge, or how we used to work is a challenge?

So, with our culture, how does “working remotely” play?

- Physically working remotely is a great way to reflect yourself.
 - Am I self-motivated and self-manageable person?
 - If not, what support or environment do I need?
- Do I feel lonely alone?
- Oh, kids.
- Is it truly remote-working issue?

Focus what you've been focusing...

- ❖ Trust
- ❖ Collaboration
- ❖ Self-development (or motivated)

Point?: working remotely/non-remotely, we work together with the same purpose and goals like all companies:

- keep good work-performance
- Effective results
- and happy people.

With just a little bit of online touch...

- Communication system
 - Cameras, Conference calls
 - Paper tags, likes
 - Transparent on Slack channels - everyone can see!
 - React!
- Support system
 - Environment setting for remote setting

With just a little bit of online touch...

➤ Collaboration system

- Put information in an organized way - Notion. One place.
- 5 C rules
 - Clear intentions with context
 - Clear process and expected output
 - Clear responsibilities (who)
 - Clear timeline
 - Clear feedback + retro

➤ Recognition system

- Open Kudos online, on channels, on everywhere
- Point system - like online game!

Conclusion?

- With your company's culture and common sense, what's your definition of working remotely?
 - Physical or spiritual?
- Don't look outside for a solution, but look inside: your own colleagues, your team, your unique combinations and environments to set the culture you want to nudge. Then your team will be working in sync, remote or non-remote.

That's out of the equations.