

New Normal



Hybrid Pitfalls & Anyplace Workplace Engagement Strategies

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Today's Agenda:

- Adapting to the changing workplace landscapes
- Hybrid work challenges (and opportunities)
- Ways to create more meaning, connectivity & belonging in workplace cultures



People are still people.

28%



Employees feel fully connected at work

22%

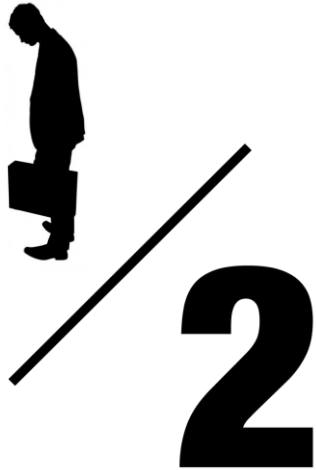


Employees feel their job fully leverages their strengths

34%



Employees feel they strongly contribute to the company's success



According to a new [study](#) on “Global Work Connectivity,” over half of employees today feel lonely at work all or most of the time, and they also report a desire for more social interaction in the workplace.

Fad or Trend?

Ways to Succeed Despite (some) Distance

- Clearly State Your Ultimate Purpose...and make sure your team knows it by over communicating.
- Focus on Belonging & Connectedness over Activities to Fill Time.
- Giving Space for Team to have a Voice and Ensuring Ideas get Materialized.
- Create Trust by Having an Agreement on How Things Get Done...and following through on what you're committed to doing.
- Express Gratitude, Honestly, Timely & Personally.
- Find Ways to Be Together - Even if They are NEW.

Belonging

The Secret Formula

Belonging in a Workplace

Empowerment

See impact & build momentum

Connection

Create intersectionality and understand transition

Mechanism for Change

Buy-in comes from starting anew, firsthand

Consistency

Don't stop before your start



Culture

Not just what we believe...

The actions we take to
create the daily **LIVED**
experience for our
employees.





Company Culture Audit

Team Procedures	Team Values	Insatiably Engaged	Show > Tell	High Urgency Always	Empathy as a Default	Change Always & All Ways	Momentum Forward	Relationships > Transactions
Facts of the Day (FODs)		*	*	*		*		
Standing Weekly Meetings		*		*		*	*	*
1:1s, Traction Cards & Word of the Year		*				*	*	
3:1 Partner Meetings		*			*			*
Quarterly Retreats		*						*
Milestone Celebrations				*	*		*	
Monthly 3-Day Weekends		*						*

Pitfalls & Discoveries

Meetings, Meetings, Meetings

Pitfalls & Discoveries

- More is less, unless it's not.
- After hours Zoom is over.
- User Manuals for clarity on preferences
- Extended, unstructured exposure in regular cadence.



Multimodal Communication

Pitfalls & Discoveries

- Yearly Personal & Company Goals + Quarterly Updates for Momentum
- Facts of the Day
- Group Chats & Virtual Meeting DMs
- Physicality - Gifts & Office Resources



Team Building

Pitfalls & Discoveries

- Virtual Office Hours
- Coffee Breaks (*With a Purpose*)
- Learning Together - Guest Speakers, Shared Reading, Podcasts
- Time Off versus More Time Together
- Employee-Led Interest Activities
- Team Shout Outs & Highlights



Get Comfortable with Uncertainty & Adapting

Questions?

Thank you.

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