

How to Help Employees Navigate Uncertainty in a Remote Environment

As COVID-19 continues to grip economies across the world, employees are left uncertain to what their near and long-term future holds. As the global spread of the virus continues to keep people in their homes, business leaders are working to help their teams virtually. Let's look at four best practices to help employees thrive:

1. Help your teams cope

Keep in mind employees often turn to their leaders for guidance in times of crisis or struggle. You won't have all the answers but identify where you can be helpful. Setup more frequent 1-1 check-ins via Zoom or Slack with your direct reports, and encourage them to do the same with their teams.

Take the approach to start conversations by listening to and observing what exactly is troubling your team, and be available to help them think through and redirect the negative energy to the areas they can control.

2. Be open and transparent in all communications

To foster trust and create a sense of togetherness, encourage open dialogue within your teams.

Continue to hold your weekly standups face-to-face using Google Hangouts or Slack. Be sure to communicate directly, and always, with transparency. When you don't have answers, commit to finding and sharing resources that can help.

3. Encourage employees to dive into new skills

If work is slow or your business is pivoting to a new direction as a result of a crisis, it's an incredible opportunity to encourage your employees to carve out time to develop new skills that can help them as individuals and for the company.

Today, everywhere from LinkedIn to Coursera—there are a number of websites, universities, and professional organizations offering free or discounted courses.

4. Give them tools to navigate their career forward

If you know you have to let employees go because your business is affected by COVID-19, and if time allows, it's your duty as a leader to help your employees brace for their departure.

From encouraging them to work on their personal brand to reassuring them it's perfectly fine to reevaluate their career to providing resources for their job search, give them tools to prepare.

At Hunt Club, we have a dedicated team to help teams navigate the process, and we are here to help you through it. Find more resources on best practices around virtual recruiting, onboarding, and how to plan for the next quarter from a talent perspective, in our dedicated resource center: huntclub.com/blog/covid-19.