



Women in Business Focus Group invites you to join us on
Monday, April 20th at 5:00 PM
for a

TEA & TALK

Grab your tea and join us for a talk on how to manage working remotely effectively and share some best practices.

Panelists:

Dr. Arezou Harraf
Head of the Department of Business at Box Hill College
& CEO of Alerive Inc.

Dr. Juliet Dinkha
Licensed Clinical Psychologist &
Associate Professor at AUK

Moderator:

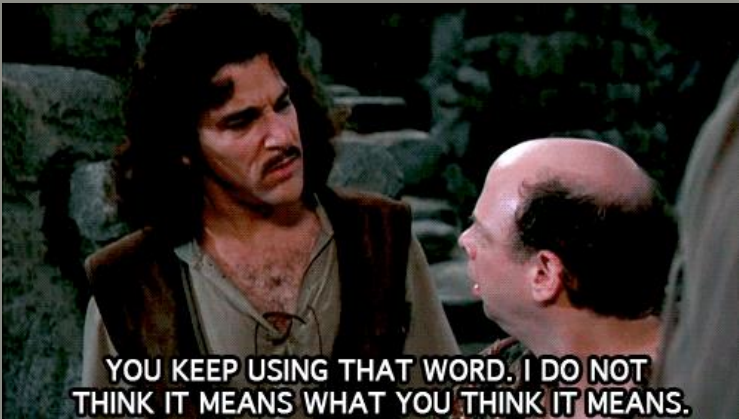
Yesim Insel
Director of Catering and Events at Four Seasons Hotel

Common Challenges of Remote Work



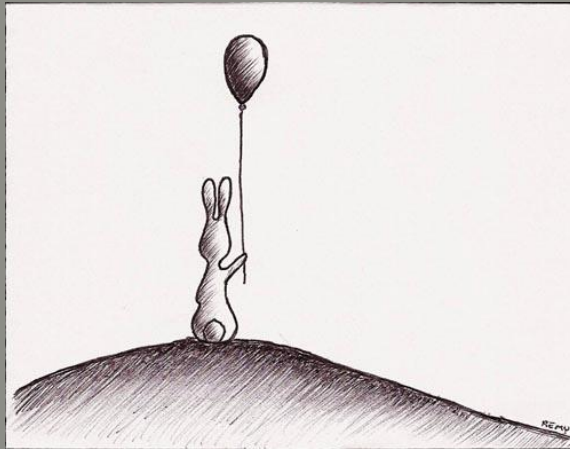
- Remote work could be extra demanding- particularly if employees have not been exposed to it previously
- Not all employees are equal in terms of tech-savvy
- Lack of training on the usage of remote platform could be an added stress factor on employees to job demand
- Lack of face-to-face interaction

Lack of Face-to-Face Supervision



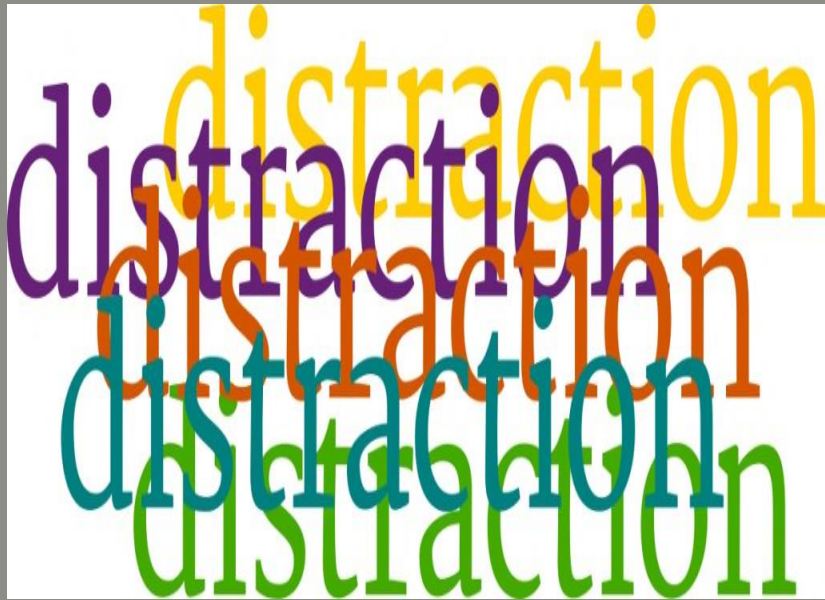
- Supervisors worry that employees will not work as hard or as efficiently
- Employees, struggle with reduced access to managerial support and communication
- Employees feel that remote managers are out of touch with their needs, and thereby are neither supportive nor helpful in getting their work done.

Social Isolation & Stress



- Stress increases as employees miss the informal social interaction of an office setting
- Lack of belonging and connection with others
- Extraverted employees may suffer from isolation more because they do not have opportunities to connect with others in their remote-work environment

Variables that increase stress



- Caring for children
- Lack of quiet space in the house
- Lack of access to adequate technology (internet speed, data availability, etc.).
- Having to oversee homeschooling activity
- Food Preparation
- Quarantine

How Managers Can Support Remote Employees



- Establish structured daily check-ins
- Provide different technology options
- Establish Rules of Engagement

Offer Emotional Support



- Employees are under more stress than usual
- Working from home add more work stress to employees
- Give permission for employees to vent or talk about issues they are facing
- Listen carefully
- Provide support
- Encourage self care, routine, good sleep and nutrition