

TOP STRATEGIES TO SCALE YOUR REMOTE TEAMS

Remote teams are now the norm for businesses around the world, but managing them can present unique challenges — even more so as the organisation grows and the need to add more employees arises.

In this infographic, we look at some key strategies for scaling your remote team, as well as things you should consider before getting started.



HOW DO WE DEFINE REMOTE TEAMS?

A remote team is defined as a group of people who work together and carry out tasks without being in the same physical location. This could include people from different cities, countries, or even continents.

Remote/hybrid working models have many benefits, including access to a global talent pool without any geographical restrictions. There are also significant cost savings as there is no need to pay for office space or associated costs such as utilities.

In fact, according to Global Workplace Analytics' Work From Home Experience Survey, a company can save around \$11,000 per employee by adopting a hybrid system. This is due to a combination of increased productivity, lower levels of absenteeism, and reduced costs associated with employee turnover.



ASPECTS TO CONSIDER BEFORE SCALING REMOTE TEAMS

COST

Scaling your remote team can be expensive, so it is important to determine if the cost is worth the benefit of having access to talented individuals around the world.



COMMUNICATION

Next, consider how you will manage communications and collaboration among team members who are in different locations and time zones. Good communication is the key to successful remote working, so you need to have a clear plan for how everyone will stay on the same page and be able to work together effectively. For more information, check out our article on communication strategies for remote teams.



PRODUCTIVITY

Managing productivity across multiple locations can be challenging, but it is possible.

Performance should be measured based on output and outcomes, rather than hours worked, and regular feedback and support should be provided to ensure everyone is working to the best of their abilities. Additionally, clear communication protocols should be established from the start to facilitate smooth collaboration between team members.



RESOURCES AND TRAINING

Finally, think about what your remote team members will need to do their job effectively from wherever they are. Make sure you have the resources in place to enable them to adjust to working remotely and to help them learn any new skills they may need. To learn more, check out our article on improving the onboarding process for remote workers.

If you decide that scaling your remote team is the right fit for your organisation, here are three strategies that can help to make it a success.



3 STRATEGIES FOR SCALING REMOTE TEAMS

STRATEGY 1: CREATE A CANDIDATE PROFILE

The first step in scaling your remote team is to outline the skill sets and qualities desired in potential applicants. This includes determining the qualifications that are needed for each role, as well as any special skills that would give candidates an edge over their competition.

Having a clear idea of the ideal candidate will help to streamline the hiring process and make it easier to find people who are a good fit for your team and company culture, and who can handle the responsibilities of working remotely.



STRATEGY 2: UTILISE TOOLS TO FACILITATE SEAMLESS COMMUNICATION

Using the right tools and software is essential for successful collaboration in any remote team. Being able to communicate effortlessly will help remote employees to feel more connected to each other and the team as a whole, resulting in higher levels of engagement and productivity. You can utilise tools such as Slack, Google Hangouts, Zoom — whatever works best.

In addition to providing the tools to facilitate communication, you should also strive to foster a sense of community and connection within the team. Encourage open dialogue so that everyone's contributions are valued equally, and allow room for creativity when tackling projects together.



STRATEGY 3: ALLOW PRODUCTIVITY TO FLOURISH

While working remotely has been shown to increase productivity for most of, there are a few things you need to be mindful of. Regular check-ins and feedback will ensure that everyone is on track and making progress, but resist the urge to micromanage your team or constantly ask for status updates.

Finally, remember that building a strong culture is essential for any successful team — remote or otherwise. By creating a supportive environment, you can help your team to thrive no matter where they are working from.



SCALE REMOTE TEAMS WITH HELP FROM INTERNATIONAL ACHIEVERS GROUP

International Achievers Group is a global leader in localisation recruitment, with over twenty years of experience matching the right individuals with the right roles in the right companies.

We have a dedicated team of localisation recruitment experts available to help you hire and scale an outstanding remote team, so reach out today at paula@internationalachieversgroup.com or call +353 1 524 1466 and take the first step towards building and scaling your remote workforce.