

Building Virtual Relationships Ideas

Meetings:

- Need to invest time to develop personal relationships in meetings, outside of meetings, through websites, and social media.
- Build informal socializing time into video or telephone meetings (begin or end with informal social conversation for 5 minutes).
- Designate a 5th Friday (only 4 of them a year) to use some of these suggestions.
- Praise those who participate, recognize great ideas and contributions (give cash or prize for great idea) or (take nominees for best idea or contribution of the week, month, or quarter, select name at random from the nominees pool for cash or prize).

Mini Team Building Ideas for Meetings:

- Share a digital picture with a quote or motto that describes something about yourself before the meeting. Feature one of these per meeting or per week until you have gone through everybody.
- Everyone email a description of their hobbies before the meeting. Facilitator reads descriptions and team members try to match the hobbies with the person. These could also be done one a meeting or one a week.
- Virtual Office: send a digital picture of your office space and team members try to guess whose it is. Also one a meeting or one a week.
- Do a quick icebreaker at the beginning to get people to talk about their families, pets, or themselves or use their name as an acronym and use each letter to describe something about themselves.
- Acknowledgement round robin: get in the habit of sharing acknowledgements to boost morale and keep people engaged. Ask team members to share 2 specific/timely acknowledgements...one for themselves and one for another team member.

Outside of Meetings:

- Set up “get to know everyone” virtual gatherings: Meet virtually over lunch, happy hour, or coffee, or have a virtual party
- Hold distance celebrations for team and individual accomplishments and milestones (may include sending thank u e-card, leaving a voicemail of appreciation, sending a gift certificate).
- Also virtually celebrate birthdays, anniversaries, child birth, etc.

Website/Social Media:

- Develop a team website where you post pictures, bios and personal information
- Post best practices and accomplishments
- Use social media such as Yammer to connect with each other