
How to Keep Your Team Engaged During “Shelter at Home”

DMH Ethics & Compliance Advisors, LLC – Mary Holloway

It is a tough time for leaders right now. With individuals confined to their home, and in-person customer contacts limited, your environment, as well as those you lead are turned upside down. It is hard to stay engaged in a time like this, because right now:

- You're probably worried about your health and that of your loved ones
- It's really hard working from home and parenting at the same time - child care, homeschooling, and finding activities to keep children (or significant others) entertained are some of the challenges you may face.
- You're scared about your financial investments
- You aren't sure what to say

Still, your employees need to hear from you. Everyone is wondering what happens next and is looking to you for empathy and direction.

So what can you do at this time to keep yourself and your team focused?

Find time to communicate

If one-on-one calls are not possible, consider a conference or video call with your team at a set interval or time. Keep in mind that you may have to be flexible in your timing as some may need mornings to help homeschool or develop work shifts with their significant others who also may be working from home.

Be open and honest

You cannot predict when this will end or what outcomes will be, but you can commit to finding out the answer to any questions or concerns they may have. Then listen and be empathetic, you'll see the areas of concern your team may have, strategize solutions and know what you have to circle back on.

Keep your team engaged

In times like these, your direct reports need something to focus on outside the news. If they also lead others, they are looking for a way to engage with their teams in a meaningful way as well.

Think about forms of flexible engagement and team learning. There has never been a better time to do Leadership Development. Without the interruptions of internal and external meetings, you can finally do that training you've been meant to do.

1. Pick a topic or an article to discuss at one of your scheduled calls. Have individuals answer a few questions and be prepared to discuss their answers during the call. Relevant issues may include:
 - Why is this topic important for us?
 - What was the biggest takeaway you got from the article?
 - How can we employ this in our business/role?
2. Find an online leadership development course that keeps leaders engaged, offers interactive discussion areas, and can be done with flexible timing so everyone can focus when it works best for them.

Stay safe,
Mary

DMH Ethics & Compliance is working during this time and is available to partner with you to keep your leadership teams engaged.

DMH Ethics & Compliance Advisors specializes in enhancing ethical leadership skills and creating impactful training for value-based ethics and compliance training programs. Our [Ethical Self-Awareness](#) course offers interactive online ethics training that comes complete with talking head videos, quizzes, discussion areas, application exercises designed to keep your team engaged.

Contact me with any questions you may have or for a live preview of the course
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