

MAINTAINING A POSITIVE WORKPLACE CULTURE

Schools are connected hives of social and academic activity. Continuous interaction gives people a sense of belonging and stability. Steps can be taken to ensure positive cultures are maintained in schools when remote working is required.

For more resources,
visit www.pivotpl.com



GO VIRTUAL

- Schedule face to face meetings via Skype, Zoom or other video conferencing, with each team or department on a weekly basis.
- Maintain continuous fluid communication using instant messenger services such as Slack.
- Provide time for staff to come together regularly in optional video forums to discuss how things are going.



OPEN LINES OF COMMUNICATION

- Maintain a message of regular support and provide daily or weekly updates where possible.
- Offer an online/phone 'open door policy'.
- Keep people informed of any development, but not alarmed.



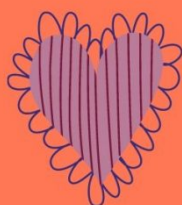
SOCIALISE, SAFELY

- Keep things light, where possible, plan creative ways for people to interact and socialise, modify the successful strategies you already have in place to encourage a happy work culture.
- Offer your team opportunities to connect whilst maintaining 'social distancing'. Arrange a musical performance, comedy session or trivia championship online.



SUPPORTIVE CHECK-INS

- Keep people feeling important and valued. Aim to touch base with a few individual staff members each day.
- Provide people with fresh resources and ideas when you can. Draw on your networks and facilitate connections to support your team.
- Act on feedback you are being given in a timely manner.



SAFEGUARD YOUR OWN WELLBEING

- Ensure you put support in place to safeguard your own wellbeing. You are a leader who is more important now, than ever. You will be looking out for your staff's wellbeing, but it's equally important you make time for your own self-care.