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Ensuring success for remote workers by Danny

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Today most enterprises are doing away with calling in professionals to their branch and local offices. Most professionals work from cyberland - anytime, anywhere and so is their office space. Significant amount of work is done on conference calls, hotels, customer sites and from home. This is true even for workers who are not sales personnel. This is gloriously called â€œflexi-timeâ€• option, and actually leads to a satisfying work-life balance and happier employees.

But ask the employee, and many may not be cool with these options. They end up feeling that they put in more number of hours, than regular nine-to-five jobbers and they donâ€™t get the credit for the same. Credit or no credit, but if this is going to work against the employee, then whatâ€™s the fun providing flexi-time options?

Companies like TalentPro build systems that ensure that flexi-time stays just what it promises, and all employees are trained to survive the office challenges on the move. There are lessons for everyone in these tips:

Productivity increases with expertise: Remote workers are extremely good time managers. They know to prioritize effectively. They understand the organizationâ€™s business interests, pick up jobs that affect the organizations bottom line positively and have a solid impact on their performance. They respect deadlines and they shut themselves away from all noise â€“ figuratively and literally.

Transparency comes with confidence: Successful workers get hands-on with communication and collaboration software that are inexpensive and easy to use, so that office productivity solutions can be accessed online anytime. They also remain visible, updating their work calendar with actual meeting and project information, so that their supervisors, peers and team members understand what they are up to. They understand that simplicity comes with confidence.

Access and stay accessible: They are not gadget crazy and data-hungry. Yet they know to focus on the most important elements of their emails, voice and text messages. They understand that being within reach allows others to engage with them and is an important team-building measure.

Get your credit: Everyone feels like being credited for their work. It is human. More so, if youâ€™ve really put in some hard work. Shared workspaces help teams collaborate on work, and also help to showcase who is doing what, without feeling like they are self-promoting. It is all there and there is no denying who did what. Good remote workers add value to the deliverables, even if they are away from the desk and get qualified for it.

Keep the focus on the deliverable: Successful remote workers keep the organizationâ€™s deliverables in mind and never lose focus of the fact that for them to do well the organization has to remain a success.

Immaterial of whether one is a remote worker by chance or choice, or by design of the job, it is important to keep the value he/she adds to the deliverables on top of everything. If your organization is anything like TalentPro, then it has a goal-setting practice and believes in sharing metrics and performances of the team members â€“ and then your numbers will speak for your achievement.

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