

TIPS TO BUILD ALIGNMENT ACROSS ASYNC REMOTE TEAMS

1 USE ASYNC STANDUPS

Just because you're not online at the same time doesn't mean you don't need a "standup"! Create a Voodle group, a Slack channel, or use a running document to share what you're working on and any relevant updates for the rest of your team. It's all about communication.

2 BUILD AN IDENTITY

Part of building alignment is creating a shared identity. This includes agreed upon culture norms, shared values, and an understanding of how a team collectively approaches work. By investing in the creation of this identity through a workshop, your team will be able to hold each other accountable and know what to expect from each other.

3 WRITE A HANDBOOK

When your team is working asynchronously, make sure there is a well-maintained handbook with common questions, protocols, and best practices. This helps eliminate gatekeepers from causing a bottle neck when they're not online. It also guarantees everyone is working with the same set of rules and assumptions.

4 VOODLE BRAINSTORM

Sometimes it's impossible to get everyone on a call at the same time. Rather than leave someone out of a new project, create a Voodle brainstorm channel where everyone can contribute on their own time. This helps incorporate everyone's ideas and makes sure you don't miss someone's valuable perspective.

5 PUBLIC GOAL DOCUMENT

If all else fails, a shared goals document should be the guiding light for all quick decisions that need to be made without all relevant parties. If someone is unsure how to proceed, the final question should always be "how does this decision align with our company goals?"