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How to Piece Together Your Dream Remote Team and Ensure Success

Are you new to the world of hiring and managing remote workers? You may feel like a fish out of water initially, but there are several ways to turn that unfamiliar arrangement into a more comfortable and cohesive structure. Read on to learn more about piecing together a dream remote team and ensuring things run smoothly.

Choose Players Wisely

Obviously you want talented, dedicated people on your team, just like when you're hiring in-house staff. But working remotely is a different sort of ballgame for workers as well, and not everyone is equally adept. Business Insider points out that the best remote workers tend to have particular [qualities](#). For instance, they can communicate clearly, organize their time well, are aware of their own productivity and habits, and are capable of developing a structure for their days without oversight. Those characteristics will help you determine *who* to hire, but you also need to decide *what* services you need.

Strategize With Specialists

One of the best uses of remote hires is finding contractors with skills you otherwise don't have on your existing team, or that you need for a specific project. Working with an agency like [12 Stones Staffing & Consulting](#) is a great way to take some of the guesswork out of hiring, since they vet, screen and interview candidates that align with your criteria. 12 Stones Staffing & Consulting can also streamline things like the communication and [payroll process](#), so it's a great way to get comfortable with hiring contractors.

Gap Fillers

You might know exactly what you want from your remote hires, or you might have no idea outside of recognizing everyone is stretched too thin and something's got to give. Doing an [assessment](#) can enlighten you on where there might be room for assistance. Run some data analyses on where things might be falling short, or even where staff is spending unnecessary time, and consider adding workers who can fill in those gaps. For everything from taking calls to scheduling to crunching numbers, you can add remote help that covers nearly anything you could need.

Keep in Touch

Selecting terrific new team members and funneling them into the right spots is one thing—managing them is another. As Unitonomy explains, quality communication [can make or break](#) how well your team performs. In remote work environments especially, every communication builds or breaks down the work culture, trust, and sense of belonging. Look to platforms like Slack where you can develop strong, efficient communication channels for teams, groups, projects, and individuals. It's a great way to shape collaborative efforts with quality exchanges between team members and colleagues.

Tasking and Timekeeping

Productivity is a common concern for those new to managing remote teams. Worrying that work will fall through the cracks or be late is not unwarranted, but thankfully, there are things you can do to keep everyone on task. For one thing, setting [deadlines](#) is a must, and it makes the most sense to break projects into steps. That way, if someone starts falling behind, you can ensure you're aware early enough to make adjustments.

Also, rather than wondering if your people are plugging away at their duties or not, instituting some sort of time tracking provides some accountability. You can opt for simple [spreadsheets](#) or add [software](#) to the game plan, depending on your arrangements and expectations.

Stay Safe

With a remote team, [IT security](#) is especially important. As cybercriminals become more high-tech, it's increasingly difficult for businesses of any size to keep them at bay. With so much vital data being exchanged back and forth with remote team members, make sure your business's information stays safe by creating a remote IT infrastructure. You can look to freelance [IT experts](#) or cybersecurity consulting agencies to evaluate your existing measures and direct critical solutions with a tailored plan.

Establishing your remote dream team is easier than you think. Decide what roles will be fulfilled and what tools will help you coach your players wisely. With a little strategizing, you'll have a winning team!