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Hill Foundation also plans to organize an additional in-person lunch for remote hires with the foundation president, which was previously held virtually.

During these events, consider creating structured opportunities for remote hires to interact and get to know each other, such as ice breakers or “speed networking” activities, especially when there are multiple levels of the organization represented or power differentials than can create feelings of awkwardness for individuals, regardless of their position.

Be thoughtful.

Make an extra effort to help these employees feel particularly welcome, as if it's their first day at the office — because it is! Consider having some thing special at their desk, be it a personal note, company swag, or other small gift. This is a nice touch that will go a long way in making members of this group feel valued, cared for, and recognized for having started a new job during a uniquely challenging time. Also, be thoughtful in making sure remote hires' desks are located in an area where they will be able to naturally interact with other colleagues.

Orient them to the facilities.

Being new to an office can feel awkward and intimidating when you don't know your way around — sort of like joining a new gym and not knowing where specific equipment is located or how a new machine works (in this case, it might be trying to figure out where the printer is and how it works or how to get a FedEx package sent). In orienting remote hires to the physical space, conduct these tours in small groups to provide additional opportunities for remote hires to meet and get to know others. Show them not only where the office pantry, break room, restrooms and fire exits are, but other things like

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remote hires experience coming into the office and in helping them to understand how “in office” culture might be different than virtual culture.

Create informal team building opportunities.

Creating opportunities for people to get to know each other better will help all employees to re-connect after being remote for over a year but will also help to ~~do~~ Lo

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