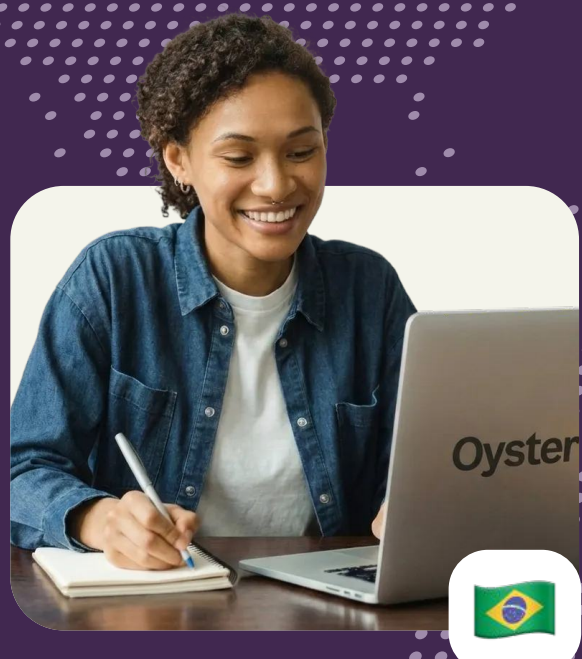


Oyster

Building a Remote-First Global Workforce

A short guide for hybrid and distributed companies looking to scale globally.



The shift towards remote work has accelerated in recent years, and many companies are now adopting a remote-first approach to building their global teams. This document explores the strategies and best practices for creating a productive, cohesive, and engaged remote-first global workforce.

Developing remote work strategies

A successful remote-first approach begins with clear and well-defined strategies. These strategies should address key areas such as communication, productivity, and team engagement to ensure that remote employees feel connected and motivated.

Communication protocols

Synchronous communication:
Tools like video conferencing and instant messaging are essential for real-time collaboration.

Asynchronous communication:
Email and project management tools allow team members to contribute on their schedules, which is especially important for global teams spread across different time zones.

Productivity and accountability

Goal setting: Use SMART goals (Specific, Measurable, Achievable, Relevant, Time-bound) to provide clarity and focus.

Tools: Invest in productivity tools such as project management software, time-tracking apps, and collaboration platforms.

Onboarding remote employees

Onboarding is a critical phase in the employee lifecycle, and it requires special attention in a remote-first environment. A structured onboarding process helps new hires integrate smoothly into the company, understand their role, and connect with their colleagues.

Onboarding best practices

- Virtual orientation: Conduct virtual orientation sessions to introduce new hires to the company's culture, values, and mission.
- Mentorship programs: Pair new employees with a mentor who can guide them through their first few months.
- Access to resources: Ensure that new hires have access to all the tools and resources they need to be productive from day one.

Maintaining company culture

Company culture is often seen as a challenge in remote-first environments, but with intentional effort, it can be maintained and even strengthened. Regular virtual events, team-building activities, and transparent communication help build a strong, inclusive culture.

Strategies for a strong culture

- Virtual team-building: Schedule regular team-building activities such as virtual happy hours, games, or team challenges.
- Recognition and rewards: Recognize and celebrate achievements, both big and small, to foster a sense of appreciation and belonging.
- Inclusive communication: Encourage open communication and ensure that all team members, regardless of location, feel heard and valued.

Managing across time zones

One of the biggest challenges of a global remote workforce is managing across different time zones. Companies should adopt flexible scheduling practices and leverage asynchronous communication to accommodate team members in various locations.

Best practices for time zone management

- **Overlap hours:** Identify core hours when most team members are available for meetings and collaboration.
- **Time zone tools:** Use tools like World Time Buddy to schedule meetings at times that work for everyone.
- **Document everything:** Maintain clear documentation of decisions, processes, and project updates so that everyone is informed, regardless of when they log in.



Conclusion

Building a remote-first global workforce requires thoughtful planning and execution. By developing clear strategies, investing in onboarding, maintaining a strong company culture, and effectively managing time zones, companies can create a cohesive and productive global team that drives business success.

If you're ready to jump in and start building your global team with no compromises, book a demo with one of our experts and see how Oyster helps you hire anywhere: [Book a demo.](#)