



COLLABORATION SUPERPOWERS

Work Together Anywhere



**VIRTUAL
TEAM
CELEBRATIONS**



REMOTE TEAM PARTIES & CELEBRATIONS

Chances are you have an awesome team who is willing to put in the extra effort to, not only get the job done, but to do it with accuracy and finesse. One of the ways to maintain high-quality results is by keeping a healthy and happy team. This can be achieved by recognizing everyone's hard work and accomplishments throughout the year.

When we work on a colocated team, we celebrate by organizing team luncheons, after-work cocktails, holiday parties, and company outings. And although it may require a little more planning to gather everyone on a remote team, we shouldn't forego the opportunity to honor each other. In fact, it's more important than ever to gather your remote colleagues and celebrate a job well done.

WHY IS IT IMPORTANT TO CELEBRATE WITH YOUR TEAM?

Remote workers can feel especially disconnected and isolated. Finding ways to share good news and celebrate together can help boost remote team morale and foster a culture of recognition within your virtual office. Milestones, birthdays, and holidays give us plenty of reasons to pay tribute to our colleagues, and it's important for virtual teams to take advantage of these occasions too. Online team celebrations offer unique ways for remote employees to relax and get together for some unstructured downtime. They also provide an opportunity for everyone to recharge their batteries and feel positive going into the next project. These activities are major motivators and are a great way to create a sense of togetherness.

TIP!



Take a moment to think about the success and achievements happening in your network. What can you do today to celebrate? You don't have to get it right the first time, many people will still appreciate the effort.



HOW TO INCLUDE YOUR REMOTE COLLEAGUES IN YOUR HOLIDAY PARTIES

- **CREATE A HOLIDAY CALENDAR.** Different cultures celebrate in different ways, and parties are an important part of the ritual. Get to know your workmates by knowing how they celebrate.
- **TREAT PEOPLE EQUALLY.** If you're getting gifts for your office colleagues, remember to also get gifts for your remote colleagues. If people in the office are going out to dinner, send your remote colleagues to dinner too. Try a gift certificate to their favourite restaurant or let it be "spouse's choice".
- **TURN THE VIDEO ON.** When we can't see someone in person, video is the next best thing. Whether you want to host a virtual holiday party, or you want to do a video tour of your holiday tradition, video is a great way to connect.
- **MAKE A TEAM TIMELINE.** Virtual parties last a couple of hours, but team memories can last a lifetime. A great way to keep a record of your coworker's achievements is by creating a team timeline. This activity is a great way to enforce the idea of team success and commemorate your group's long-term successes.
- **CREATE A HIGHLIGHT REEL.** Every December, media outlets release top ten lists and other collections of the past year's highlights. You can spotlight your team's achievements by compiling your own collection throughout the year and creating a video to play at the end of the year party.
- **CREATE A GRATITUDE LIST.** Creating a log of your team's accomplishments allows you to look back throughout the year and note what and who you're grateful for/to. This makes it easier to send a small token of appreciation to your remote colleague.



SIMPLE, FUN WAYS TO HAVE HOLIDAY PARTIES FOR VIRTUAL TEAMS

- **PARTY ONLINE.** [Video conferencing](#) tools are awesome these days. Getting out of work mode and connecting on a personal level is important to build trust.
- **DECORATE YOUR BACKGROUND.** These days, many online meeting platforms have a feature that allows you to display an image or video as your virtual background. You can also get in the holiday or party mood by adding your own personal touches to your real background.
- **GET DRESSED UP.** Wear clothes that are in the holiday spirit.
- **HAVE A VIRTUAL DANCE PARTY.** Cue the music, wear a funny hat, and prepare a few party questions to get people talking. Select someone to be the DJ and then everyone gets up to boogie! The [Zapier](#) team picks “a popular song off Spotify, asked everyone in the company who was online to pull up Apple’s Photo Booth app and take a five-second video of themselves dancing, then upload it to Giphy and create a GIF of it. Then, they created a montage and posted it in the company-wide Slack channel.”
- **GOAL ACHIEVEMENT CEREMONY.** Celebrations aren’t just for holidays...You and your team can establish a standard celebration to enjoy every time a teammate crushes a goal or reaches a milestone.
- **TEAM VICTORY SONG.** This fun idea can include a song that you and your team choose, or (if you’re a creative bunch) a song that you create together every time a major goal is reached. Drop a link in a group chat whenever you hear of a win.
- **PLAY GAMES TOGETHER.** Try a [virtual icebreaker](#) for team building, or create a special Slack channel where you can share pictures from your holiday celebrations, or have a recipe exchange. Many card and video games can be played from anywhere. Or set up a virtual treasure hunt in a [virtual office](#).



SIMPLE, FUN WAYS TO HAVE HOLIDAY PARTIES FOR VIRTUAL TEAMS

- **HAVE A TINY CAMPFIRE.** This is a sweet, little idea by  - a company that hosts online team-building events. Before the event, they send s'more kits to their participants. On the day of the event, everyone signs into the meeting for camp games, ghost stories, and s'mores making. Virtual campfires are a great way to bring people and spark feelings of nostalgia.
- **DECORATE YOUR DESK/SPACE.** Try adding decorations to your desk or space to bring out the holiday spirit.
- **WATCH MOVIES TOGETHER ONLINE.** It sounds strange but the experience can be surprisingly fun. Someone can share their screen and play the movie. Or everyone can start the film at the same time and the team talks via chat. Make popcorn. Be creative!
- **ORGANIZE A WHITE ELEPHANT GIFT EXCHANGE.** Join in on the fun and surprise your workmate with a present.
- **HOST A RECIPE EXCHANGE.** A fun way to share cultural holiday cuisine.
- **TRY COSTUMES.** Just because we can't be together in person, doesn't mean we can't dress up! Costumes can be a fun way to bring smiles to an online gathering. Costume contests are as easy to do online as they are in person.
- **TRY A SECRET SANTA.** Every team member is paired with someone else (colocated or remote) and is tasked with giving (or sending) them a gift.
- **COMPILE A PLAYLIST TOGETHER.** Create playlists of music to listen to with apps like Spotify or Google Play.
- **DONATE TO A CAUSE TOGETHER.** A great team-building event.
- **SEND E-CARDS.** Just letting team members know that you're thinking about them can help build the holiday spirit.



GIFTS IDEAS FOR REMOTE TEAMS

One logistical aspect of gift-giving is: who is going to pay for the gift? Most companies have a budget for team-building events and gifts. But if not, try having everyone chip in with co budgeting tools.

- **SUPERCARDS.** Make your online meetings more productive, and fun.
- **WORK TOGETHER ANYWHERE HANDBOOK.** A Handbook on Working Remotely — Successfully — for Individuals, Teams, and Managers
- **JUST SAY THANKS.** Pick up the phone, send an email, create a special **Slack channel**, or send a **group card** or a **kudo card**.
- One team started a virtual “Medal of the Day” badge that was given to someone to add to their profile for the day. Then they got to give it to someone else at the end of the day.
- **GIFT CERTIFICATES** – coffee shops, gas stations, grocery stores, movies, Amazon, massages, dinners - the list of options is endless! While this option can seem a bit impersonal, it’s better than not giving a gift at all. As an alternative to gift cards, you can give a more **personalized gift** (there’s an app for that!).
- **VIDEO MONTAGE** – instead of getting together synchronously and showing appreciation, consider creating a video montage! **Tribute.co** makes it easy.
- **FOOD DELIVERY.** There is a plethora of local beer/wine/coffee/food of the month clubs. Always fun! Some of our personal favorites are:
 - **Gift Baskets Europe** (for Europe)
 - **Cheryl’s Cookies** (for the US).
 - Pizza! Don’t forget that you can get a pizza delivered to almost anywhere in the world. If your team is working hard, make sure they stay nourished.
 - **Goldbelly.** A variety of food you can send across the continental USA.



GIFTS IDEAS FOR REMOTE TEAMS

- **FLOWER DELIVERY.** Just like pizza, you can send flowers almost anywhere in the world. Easy! For sending flowers in the US, try [1800flowers.com](https://www.1800flowers.com).
- **SEND A GOODIE BAG.** Everyone enjoys receiving gifts in the mail, and remote employees are no exception. You can send goodie bags to your virtual teammates to boost morale and recognize special occasions.
- **HOST A COOKIE EXCHANGE.** Find a way to send each other cookies, or just share your favourite cookie recipes.
- **STEP COUNTERS.** Getting a [Fitbit](#) can be a fun team-building experience (and should always be optional)
- **GYM MEMBERSHIPS.** Don't let your remote workers sit in front of the computer all day. Make sure they're getting some exercise.
- **COWORKING MEMBERSHIPS.** A great perk for the remote worker that can't work at home.
- **HOUSE CLEANING SERVICES.** Sometimes it's nice for someone else to do the cleaning.
- **MASSAGES.** Find a local spa or massage service and buy your colleague the gift of relaxation.
- **EXPERIENCES.** Give someone an opportunity instead of a thing.
- **SUBSCRIPTIONS.** Give subscriptions to magazines, meditation apps, online music, or movie apps ([Spotify](#), [Pandora](#), [Netflix](#)).
- **TECH.** Does your teammate need a new headset, a wifi booster, or a mobile router?
- **OFFICE SUPPLIES.** Along with tech, think about useful office supplies like external monitors or a sit-stand desk.
- **APPRECIATION APPS.** A list of tools that help remote teams show appreciation.