

Going from face-to-face to remote work, but still together

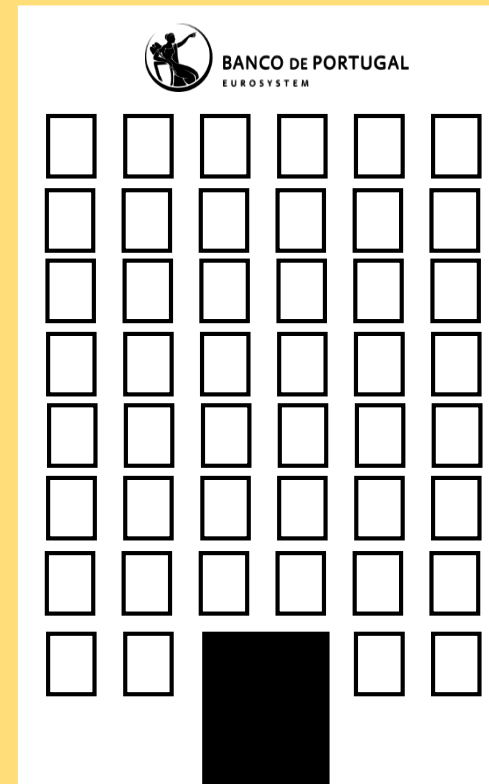
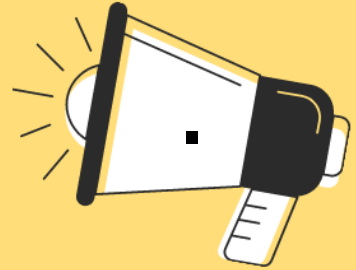
Lígia Maria Nunes
Banco de Portugal • Statistics Department



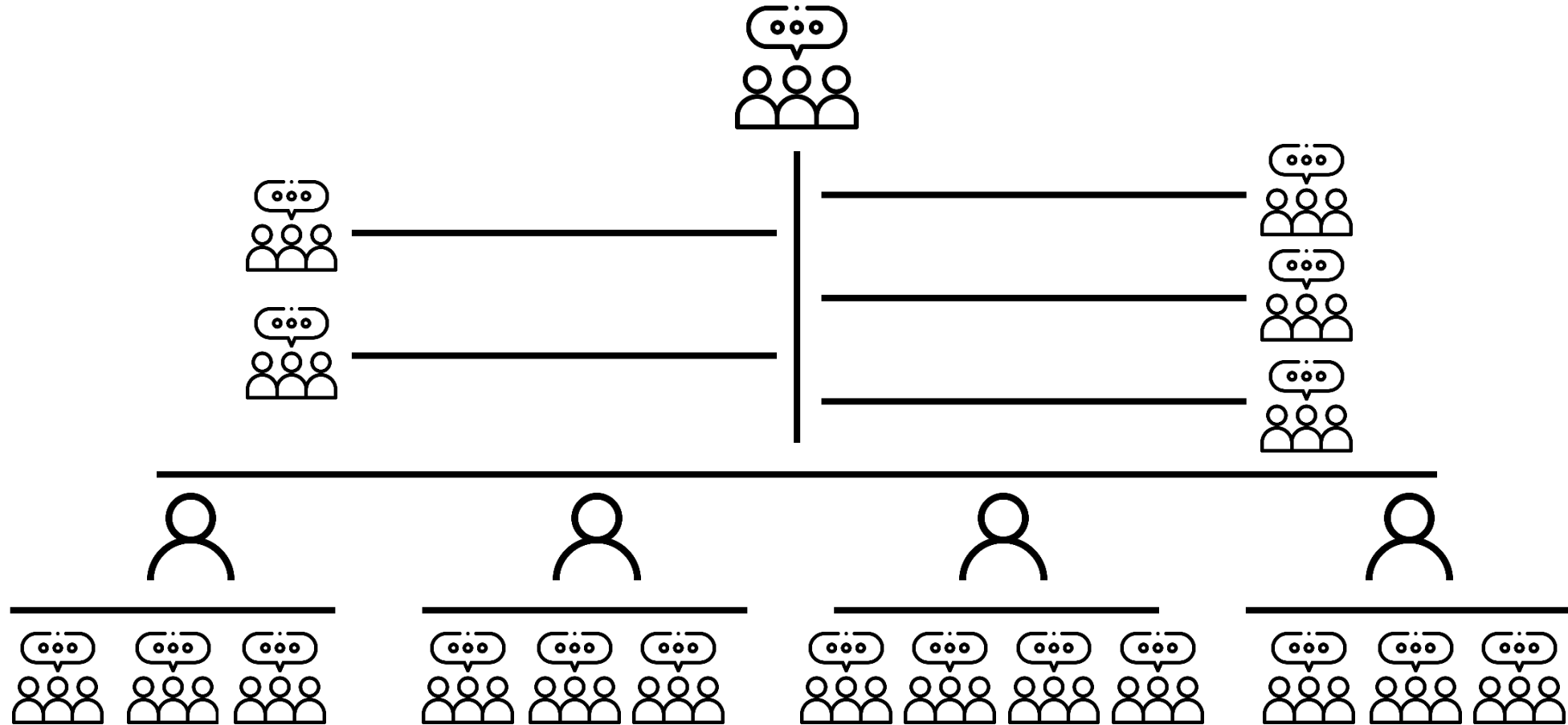
BANCO DE
PORTUGAL
EUROSYSTEM

13th March 2020: You have a message from... the Governor

“All the Departments of Banco de Portugal must privilege remote work, which must be used to the greatest extent possible, without jeopardizing the continuity of the main Bank functions”



STATISTICS DEPARTMENT



- Stressed and anxious people
- People living alone and far from their families
- People balancing remote work and homeschool ...



We had to do something and do it as quickly as possible !



We care about each other



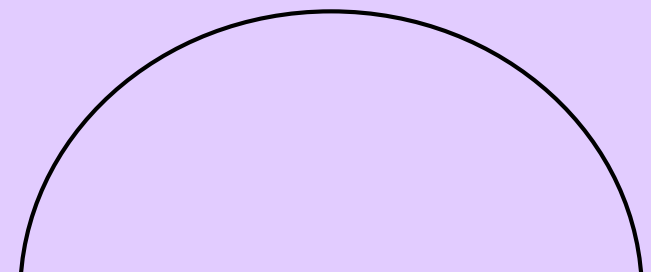
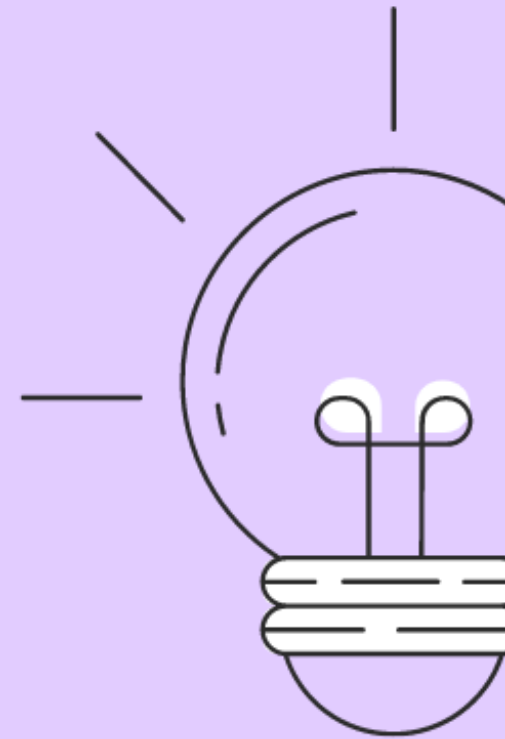
We had newcomers. We wanted they feel part of the team



We used to party and celebrate successes



Big challenges would be coming ahead. We needed our teams strong and motivated



The strategy



Use our Intranet community:
Comunidade DDE



A first top-down approach: we wanted to make people felt cared by the Heads of the Department and by the Board of Directors (a message a week).



All regular events and activities adapted to a virtual mode: regular presentation of the main statistical results, DDEtalks, main ongoing projects.



Make all colleagues feel that they were part of the project. All were called to take part of the initiative!



Flexibility according to IT solutions



Funny and relaxed: do it as you know!
E.g. DDE's 23th anniversary, Easter celebration

DDE

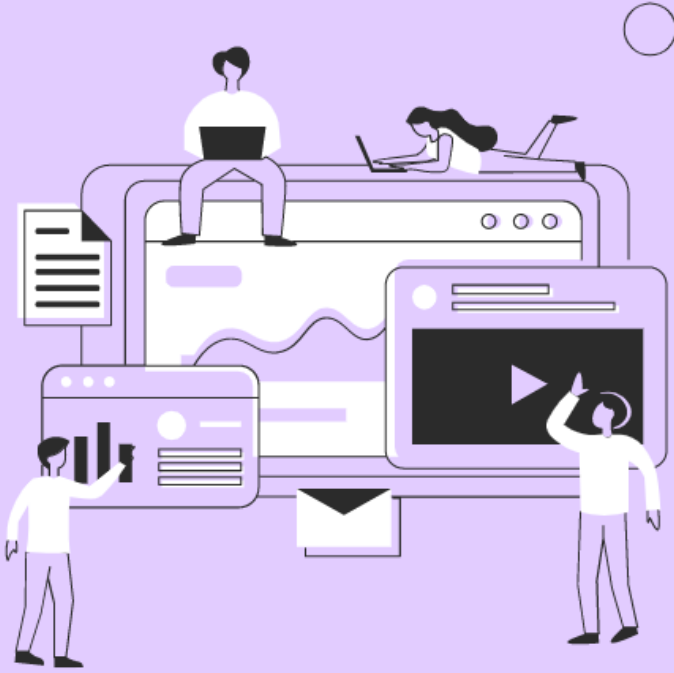
we stay together



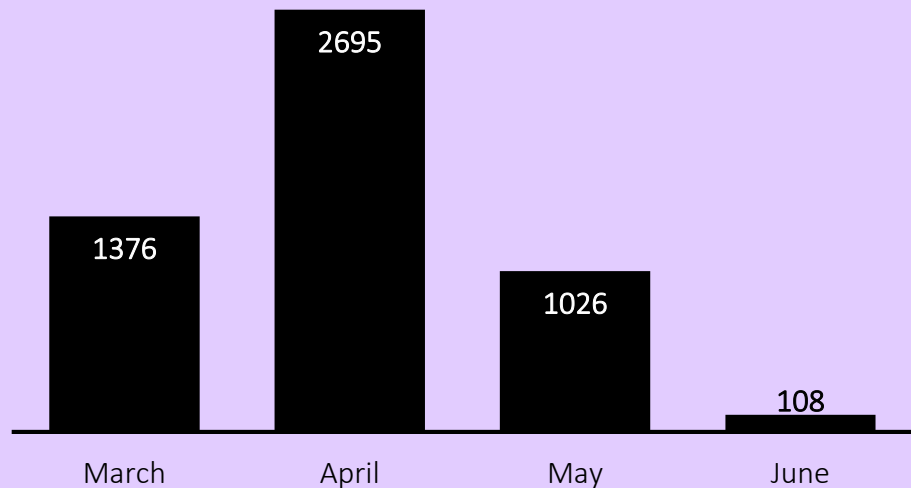
BANCO DE PORTUGAL
EUROSISTEMA

The results

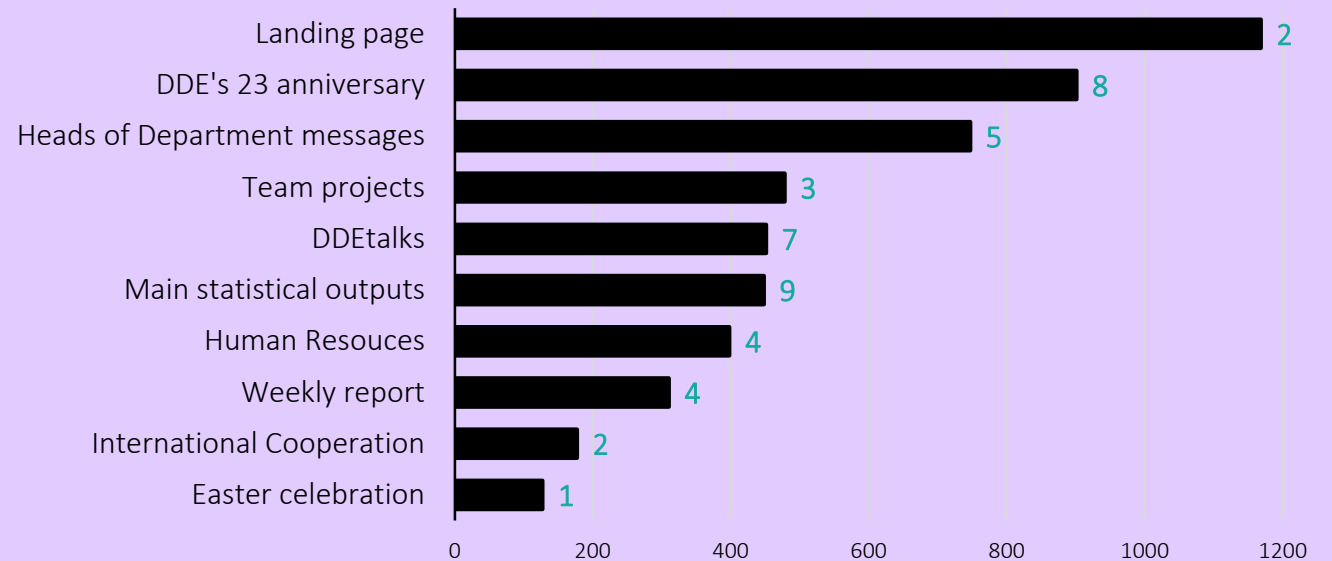
- Campaign: from 16th March to 8th June (60 working days)
- 45 posts (almost 1 post for each 1,3 days)
- Content only available for the Statistics Department (aprox. 150 people)



○ Visits by month



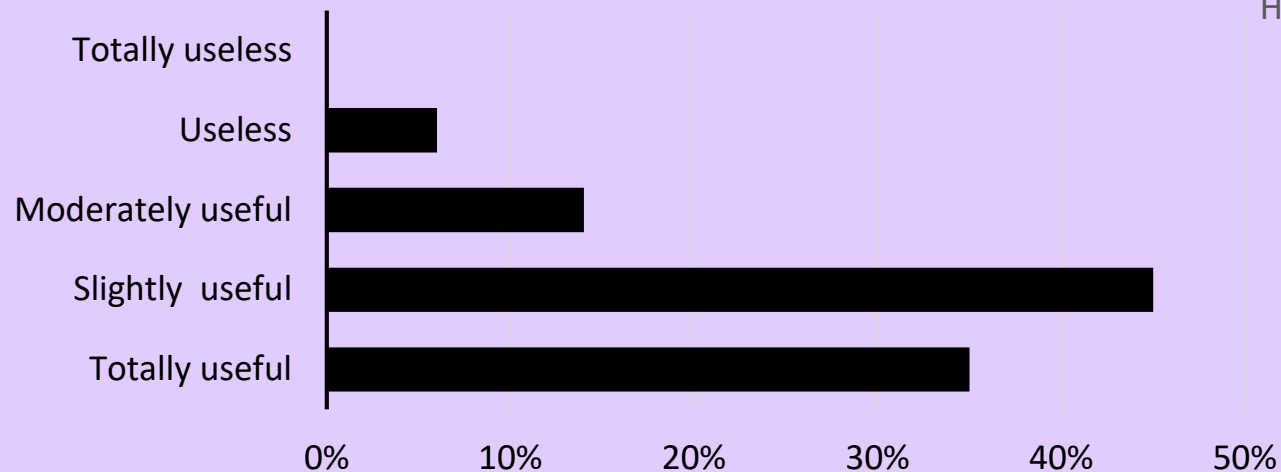
○ Visits by type of content



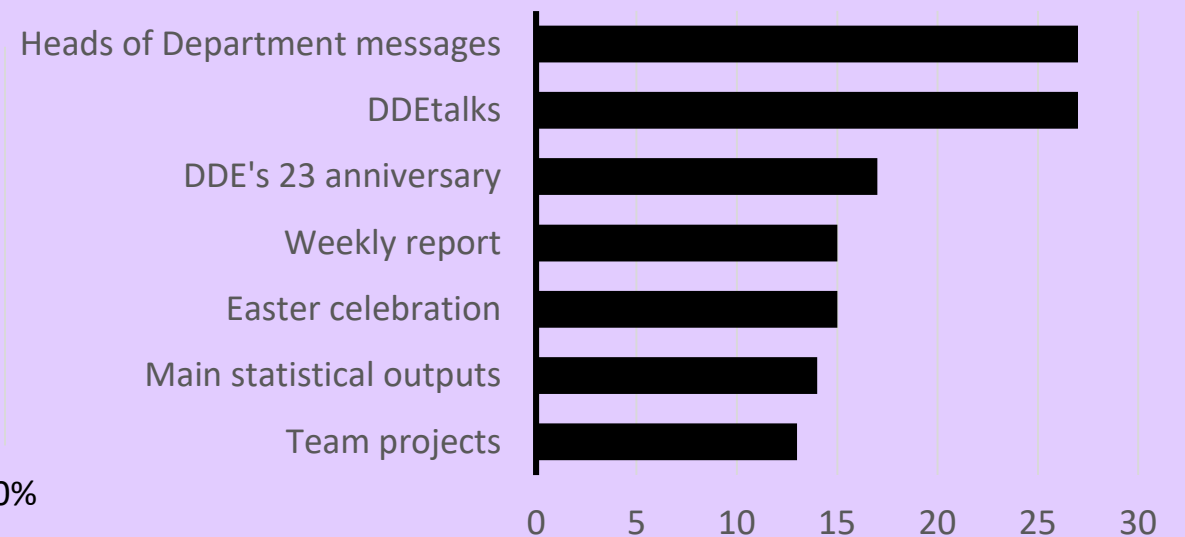
The results

- A survey was conducted within the Statistics Department to evaluate the level of satisfaction with the Campaign.
- 51 received responses

How do you evaluate the campaign?



Which initiatives did you considered more useful?



DDE

we stay together



BANCO DE PORTUGAL
EUROSISTEMA

Going from face-to-face to remote work, but still together

Lígia Maria Nunes
lmnunes@bportugal.pt



BANCO DE
PORTUGAL
EUROSYSTEM