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

Lígia Maria Nunes
Banco de Portugal • Statistics Department
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 them to 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
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 (approx. 150 people)
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?

- Heads of Department messages
- DDEtalks
- DDE's 23 anniversary
- Weekly report
- Easter celebration
- Main statistical outputs
- Team projects

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Totally useless</th>
<th>Useless</th>
<th>Moderately useful</th>
<th>Slightly useful</th>
<th>Totally useful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heads of Department messages</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DDEtalks</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DDE's 23 anniversary</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weekly report</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Easter celebration</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Main statistical outputs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Team projects</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Going from face-to-face to remote work, but still together

Lígia Maria Nunes
lmmunes@bportugal.pt