**Welcome to “Ask Jessica”!**

We come to you today from the beautiful Seelbach Hilton Louisville!

My guests today are: Miss Humana Resources (Tracey Cline-Pew) and Miss Well Being (Kerrie Lauck), both from the Arkansas Municipal League (Arkansas Municipal League).

The hot topic is “***How to keep remote and hybrid employees engaged and well in 2023!”***

We’ve taken some audience questions ahead of time, so we’ll get to those first but then open us up to questions! There are prizes for audience participation!

First, quick show of hands. How many have a remote work force?

Of you, how many have 50% or more remote?

Next, how many have a hybrid workforce (a little bit of both). How many are not either?

**Questions**

1. What are some ways you keep your employees connected to “the office”?
2. Do you gather the team together physically? If so, how often?
3. What is your policy for remote employees?
4. Do you keep your core hours for easy access to your membership?
5. What are some of the tech tools you deploy for connectivity?
6. What is your most troublesome remote/telework issue right now?
7. When it comes to promotions, how do you consider internal candidates (especially those that are remote or hybrid)?
8. How are you retaining your short and long term employees?
9. How are you supporting individual employee wellbeing?
10. How do you promote a healthy work-life balance?
11. Do you have a workplace culture in which employees feel valued and have the resources they need?
12. Do you have a workplace culture in which employees feel they can speak up and ask for what they need?
13. How do you support employee engagement? Do you ask your employees what they want and need?
14. Bonus question: Do you have employees that work out of state? If so, what is your biggest worry there?

**Open to guest Q/A**

Close with Miss Well Being’s Mindfulness Minute (because if we don’t take good care of ourselves, who will take care of our staff?)

**Resources:**

* VLCT’s remote work policy and telecommuting agreement (attached)
* AMLs Employee Handbook (attached)
* [Mindful Workday Tips](https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:2fb83636-304c-39cc-ad7a-77a501dd1234) by Kerrie Lauck
* [Viewpoint: 6 Tips for Workplace Mindfulness](https://www.shrm.org/ResourcesAndTools/hr-topics/employee-relations/Pages/Viewpoint-Six-Tips-for-Workplace-Mindfulness.aspx) from SHRM.org\*
* <https://www.shrm.org/resourcesandtools/pages/remote-work.aspx> \*
* [CNN Remote Work](https://www.cnn.com/2020/08/25/business/office-space-remote-work-pandemic/index.html?utm_term=15984417701543656410f05be&utm_source=Coronavirus+Update+-+August+26%2C+2020&utm_medium=email&utm_campaign=238926_1598441770158&bt_ee=U7o0c5jQAvqFDJ17JmXnRPaFwPQD9hJRlnKxUbyA4SE%3D&bt_ts=1598441770158)
* [Remote Work Technology](https://thinktechnica.com/how-to-work-remotely-with-technology/)
* [GoCo.io Remote Work Games](https://www.goco.io/blog/employee-engagement-ideas-for-remote-workers/)

\* (may be SHRM members only or require a login)