

Hitesh Khullar - M7 Assignment

1. How would you use your leadership role to enhance team networking and foster meaningful connections?

As a leader, I would facilitate regular hybrid team-building activities such as virtual coffee chats, collaborative projects, and informal check-ins to strengthen relationships. Implementing a buddy system between remote and on-site employees can encourage peer bonding. Additionally, I would promote open communication channels like Slack or Microsoft Teams for continuous engagement. Encouraging cross-functional collaboration and organizing monthly in-person meetups would help employees feel more connected, improving team cohesion and productivity.

2. What strategies could you employ to assist team members, including Robin, transition back to the office?

To support the transition, I would provide clear guidelines and flexible work arrangements to accommodate individual preferences. Hosting orientation sessions for hybrid work expectations and conducting regular one-on-one check-ins with employees like Robin would help address concerns. Creating mentorship programs and fostering an inclusive culture where remote employees have equal participation in meetings through digital collaboration tools would also ensure a smoother transition.

3. How can you address the growing isolation and ensure your team's mental and physical well-being?

I would implement mental health initiatives, including access to counseling services, wellness programs, and flexible work schedules to reduce stress. Encouraging video-on meetings for remote employees, virtual social hours, and regular employee feedback sessions would help maintain engagement. Additionally, promoting work-life balance through structured workloads and regular breaks ensures that employees feel valued and supported.