

When Gators Gather in the Office

As we return to the office, managers have an important opportunity to foster a strong, vibrant culture within their teams. Managers can help facilitate collaboration, strengthen team dynamics, and boost camaraderie among fellow Gators.

Keep in mind that your team members may feel differently about this shift—some will be excited, while others may experience increased stress. Many may feel a mix of both.

To help you welcome your team back and make the most of this transition, here are some key considerations—along with practical suggestions—to set your team up for success.

1. Team Culture & Connection

- Plan regular team moments together, such as brainstorming sessions, project kickoffs, celebrations.
- Encourage informal connection opportunities like coffee breaks or walking meetings.
- Recognize and celebrate team wins in person.

2. Clear Expectations & Communication

- Communicate with transparency. Now is the time to break the silos and information bottlenecks.
- Communicate expectations for collaboration, meeting formats, and availability.
- Paint a picture of what “success” looks like in this new phase.

3. Leadership & Role Modeling

- Be present—especially during key collaboration times.
- Show active participation in in-person meetings and discussions.
- Demonstrate the type of teamwork and engagement you want your team to follow.

4. Flexibility & Performance Focus

- Offer reasonable and appropriate flexibility as you are able.
- Encourage healthy work habits such as outdoor breaks, or campus walks.
- Track and review engagement, productivity, and results—not just attendance.