



EMPLOYEE ENGAGEMENT

Holiday activity guide

Celebrate the season with 12 team building activities for remote and hybrid teams

Keep employee morale festive, not frantic

The end of the year gets busy with the holidays and the close of the final business quarter. But employee engagement initiatives keep your team grounded and connected—whether they're fully remote, hybrid or in-office. Embrace the season's challenges rather than "pushing through," and host a meaningful activity to spark engagement and remind everyone that they're part of an amazing team.

Here are 12 virtual holiday activities designed to start conversation and bring everyone a little closer together. →





1. Themed gift exchange

Add a twist to a traditional holiday gift swap with a themed exchange. The theme makes it easier for gifters to shop for one another, like sourcing their favorite book, kitchen gadget or desk trinket. Set a deadline for when to send gifts and encourage team members to connect on a call when they receive theirs in the mail.

Big trivia showdown

Review the past year's highlights at work or in pop culture with a trivia game. Host the event live on site or in a virtual happy hour. Alternatively, post questions on your chat channel during the holiday season. Employees can team up to answer or you can select one winner each week to receive a prize!



3. Seasonal recipe swap

Share seasonal recipes or traditional dishes employees look forward to each year. Create a recipe exchange and ask employees to send a recipe for a favorite dish and a memory they associate with it. Take it to the next level and prompt employees to try one of the new recipes at home and share photos.



4. Build-your-own snowman competition

Host a competition for team members to build a snowman using any medium—noodles, sand or Excel cells. Ask employees to vote on their favorites or categories like Best Material or Best Reference. You can reward winners with gift cards, swag or snack boxes.





5. Virtual hot cocoa chats

Encourage teammates to connect outside of their departments with virtual hot cocoa catch-ups. Use a randomizer or app to pair employees and send out icebreakers to get conversations started.

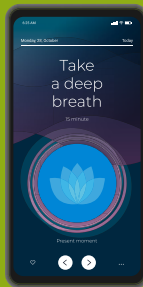
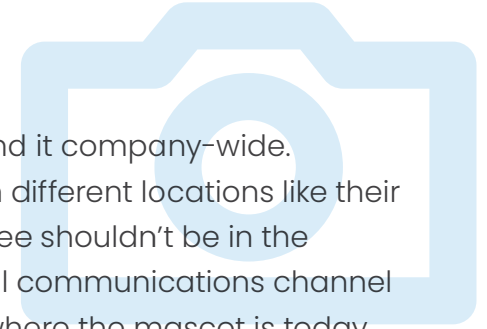
DID YOU KNOW?

Remote workers often feel lonely

About 25% of remote and 21% of hybrid employees feel lonely at work. It's a growing epidemic that impacts job performance and overall employee experience.
—GALLUP

6. Cutout mascot adventure

Create a cutout mascot for your organization and send it company-wide. Have team members take a photo of the character in different locations like their hometown, office or favorite coffee shop. The employee shouldn't be in the photo, so you can post it anonymously in your internal communications channel and have everyone guess who took the picture and where the mascot is today.



7. Online gratitude meditation

Expressing gratitude can keep stress at bay and your mind present—both important during a busy end of the year. Motivate team members to practice gratitude with meditation guides, virtual breathwork sessions, or app and video resources for whenever they need to reset.



8. Inclusive holiday calendar

Work with your Employee Resource Groups (ERGs) to create an inclusive holiday calendar with observances and recognitions. Prompt employees to share ideas on how to celebrate or honor that holiday as a team.

DID YOU KNOW?

Inclusivity supports employee well-being

Celebrating diversity and inclusivity encourages more community involvement, increases peer respect and makes for stronger employee well-being.
—MCKINSEY & CO



Dedicated day of giving

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Promote a culture of giving (or tie back to a core value) by encouraging team members to volunteer time or resources to local nonprofits and causes. Host a hands-on, in-person volunteer day with your CSR team or create a digital day of giving where remote employees participate in charity events in their city. Ask team members to wear company swag and upload videos or photos to share about their day or the causes they supported.

DID YOU KNOW?

Giving back strengthens core values

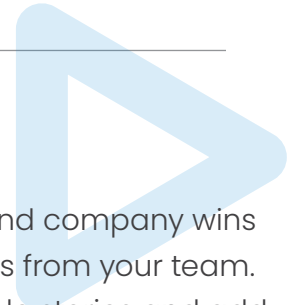
ITA Group encourages team members to give back with 20 volunteer hours each year. During the holidays, teams volunteer at local food banks and many other local nonprofits. It's a meaningful way to live out our core value of Serve Others.

10. Team-designed holiday

Create a reason to celebrate! Challenge employees or departments to plan a holiday for your organization with its own traditions. Team members can pitch their ideas on activities, decorations and songs before voting and making it their own unique day to celebrate.

11. Highlight reel for the year

Look back on employee engagement, events and company wins by building a highlight reel of photos and videos from your team. Ask leadership or executives to share memorable stories and add a thank you to end the video. Share the finished product on your internal channels to celebrate another year of hard work.



12. Shared pump-up playlist

Invite team members to contribute their favorite motivational songs for a shared team playlist as they think about upcoming New Year's resolutions. Post the playlist on your team's favorite music app and call on employees to share their goals for the upcoming year.





Employee engagement strengthens teams for busy seasons

The end of the year is a sprint for most teams, but team bonding is just as important as doing the work. Employee engagement can help teams through stressful seasons, making them feel grounded and purposeful.

Holiday employee engagement activations offer an opportunity to spark connection in a fun, low-stakes setting as people celebrate another year of hard work together.

Keep employees' festive spirit going

[Contact us](#) to ideate further on how to engage hybrid and virtual teams during the holidays and year-round.

