

A Complete Guide to

Loving Your Virtual All-Hands

25 Ways to Boost Engagement in
Your All-Hands Meeting





Make your All-Hands the meeting your team looks forward to most.

All-hands meetings can be a powerful tool for any company. They are an opportunity to bring your team together to align various departments, share important news or updates, celebrate milestones, answer employee questions, and build team cohesion.

For large or dispersed companies, in-person all-hands meetings were once difficult and expensive to organize. But thanks to virtual meeting platforms, they can now be accomplished easily and affordably online or in a hybrid format.

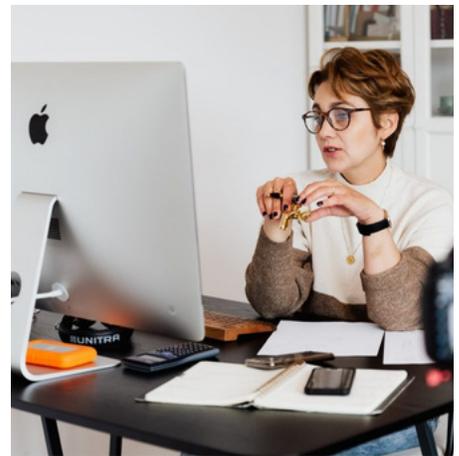
While there are many perks to hosting a virtual All-Hands, including cost, convenience, and accessibility, you may have to put in extra effort to make sure your attendees stay engaged.

This guide offers best practices for hosting a successful virtual all-hands meeting, and fun activities to drive engagement in your meetings week after week.

General Tips to Boost Engagement in Your All-Hands

1. Add Networking

Socializing is often one of the highlights of gathering the company together, but it's often more difficult in a virtual setting. This is especially true in a grid of silent black boxes. Make sure to add in some networking time at the beginning or end of your all-hands to allow employees to chat and mingle. For virtual or hybrid meetings, [Preciate's](#) virtual meeting platform allows attendees to move around the room, from one conversation to another, replicating the lively networking that we all know from in-person events.



2. Let Someone New Present

All-hands are generally a time when executive leadership presents to the company to disseminate information. But if you're looking to mix things up, get some other members of the team involved, either as a moderator, or a presenter to share what's going on with their team for greater visibility into the company.

3. Q&A in Advance

Poll your employees prior to your all-hands meeting to find out what they want to know about and collect questions that you can address in your upcoming all-hands meeting. If you can make this anonymous, you might get more questions asked to understand what's really on your team's mind.



4. Recognition

Take time at the beginning or end of a meeting to open the floor for colleague recognition. This doesn't have to be mandatory and there doesn't have to be a prescribed way to do it, but allowing time to give a shout out for those who have gone above and beyond is a good idea to increase participation and spread the love, which helps to make everyone feel like a stronger part of the team.

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"When people know how their work makes a difference, they feel energized to contribute more."

— Adam M. Grant, *Give and Take: A Revolutionary Approach to Success*

5. Add a Guest Speaker

A great way to mix up the mundane content is to bring in an outside speaker to talk to the company. And when your all-hands is virtual, this can be much easier to organize, without having to arrange travel for your guest. You can invite a customer, partner, or vendor to share insights with the team.

6. Get Out of Zoom

It's virtually impossible to make connections with a large group of people on Zoom. While Zoom and WebEx are practical tools for many work applications and meetings, they aren't great for forming relationships. Luckily, there are alternative platforms that were designed to help build relationships. [Preciate](#) is one example that offers attendees the chance to move around a virtual space, and can be branded to match your company or event. Movement and audio proximity means you can have individual conversations with different people inside the same room, just like real life. It's great for networking and socializing in large groups. And you can [try it for free](#).



7. Ask for Cameras On

If you're trying to build team cohesion, it really helps to see each other's faces. While this isn't required for every virtual meeting you have, an all-hands is a great opportunity to see people you might not interact with on a regular basis. Once you let the team know this request, you need to lead by example and ask the team to follow suit.



8. Embrace the Group Chat

While speaking up in front of the whole company can be a daunting task for many, group chat is a much less intense way for employees to get involved in the conversation. This is generally something that happens organically, but if your group chat isn't as fun or active as you want it to be, ask your leadership team in advance to make sure they help lead the way and get it going.



Engaging Topics to Cover in Your All-Hands

Beyond sharing company news, milestones, and goals, here are some other topics that can help boost the energy in your all-hands meetings.

9. Key Wins

We are often moving so quickly that we miss out on opportunities for reflection. Before jumping into your next virtual meeting, spend some time reflecting on recent successes. What has worked? Who has been going above and beyond? Celebrate any key wins from the recent past to help pump up the energy of your all-hands.

10. Introduce New Hires

Put all of the new hires into presentation panel mode and have them introduce themselves and each share a fun personal fact. This can include a basic intro, their career journey, and some fun facts about the new person, or even something more compelling like 2 Truths and a Lie.



11. Employee Spotlights

Choose one employee to take the spotlight, and open the floor for questions. You can turn this into an "Ask me Anything" session. You may want to invite the heads of various departments into a panel, to introduce themselves and explain their role in the company to everyone.

12. Celebrate Work Anniversaries

No matter what size company you work for, taking time to recognize the years that any employee has given to your organization is worth it. An all-hands meeting is the best time to share these milestones. For anyone who has been with the company for a long time, you can also add them as a presenter for a quick Q&A to talk about what they enjoy about the company or their colleagues.

13. Highlight Employee of the Month & Other Awards

Beyond simple employee recognition, choosing one person as the employee of the month is another way to call out those who go above and beyond. If you have any other award system, the all-hands is a great chance to share those.



14. Employee Birthdays

Who's celebrating a birthday this week? Make them feel special and appreciated by giving them a little shout out during your company-wide meeting. They will feel the love when the celebratory messages start coming in.



Small Group Games, Activities & Ice Breakers

If you're working to get to know your colleagues better, small group activities can help you to get to know a few people at a time.

15. 2 Truths & A Lie

Divide the room into small groups of 4-7 people and have each team spread out. Each person takes a turn listing 3 facts about themselves, and the rest of the group has to guess which one is the lie. You will definitely learn something new about your colleagues.



16. Rose, Bud, Thorn

Each person in the small group takes a minute to share a Rose (something they are happy about), a Bud (something they're looking forward to), and a Thorn (something they aren't so happy about). It's a quick way to check in and see how everyone is doing and what's on their mind.

17. Desktop Show & Tell

Each person in the group takes a turn sharing something on their desk or in their office with the group. This one is pretty simple but a great way to get to know each other and get a glimpse into their life beyond what you see behind them in virtual meetings.



18. Describe Yourself in 3 Words

This is just as simple as it sounds. Go around the room and describe yourself in just 3 words. If you're looking to get to know each other better, this can help. Great for new teams or welcoming new members during onboarding.

19. Company History Trivia

How well does your team know the history of your company? Use a company history trivia game to find out, and offer a prize to the winner or winning team.





20. Would You Rather?

Would you rather have bionic arms, or bionic legs? Would you rather go into the past and meet your ancestors or go into the future and meet your great-great grandchildren? Would you rather have more time or more money? Would you rather have a rewind button or a pause button on your life? Would you rather be able to talk with the animals or speak all foreign languages?

21. Bucket List Challenge

Everyone goes around the room and shares their bucket list, which is a great opportunity to build connections with other coworkers beyond your work lives. Maybe you'll meet someone else who wants to run a marathon or learn to brew beer at home. This is a great chance to increase team cohesion as you learn more about your team.



**Most
likely
to _ .**

22. "Most Likely To..."

If your team knows each other pretty well, superlatives can be a fun way to recognize each other. Come up with a list of "most likely to's", and then have everyone vote on who that sounds most like. These can be serious or silly, depending on what type of party you are planning.

23. Split the Room

Now's the time to ask crazy hypothetical questions and see where everyone stands. Ask any question, and then ask people to move to a particular side of the room based on their answer. Then chat among yourselves until the next question is asked.





24. Meet the Pet or Person

Yes, you probably know your coworkers by now. But do you know who else they live with? Ask each person to introduce their pets or another person in their house to the group.

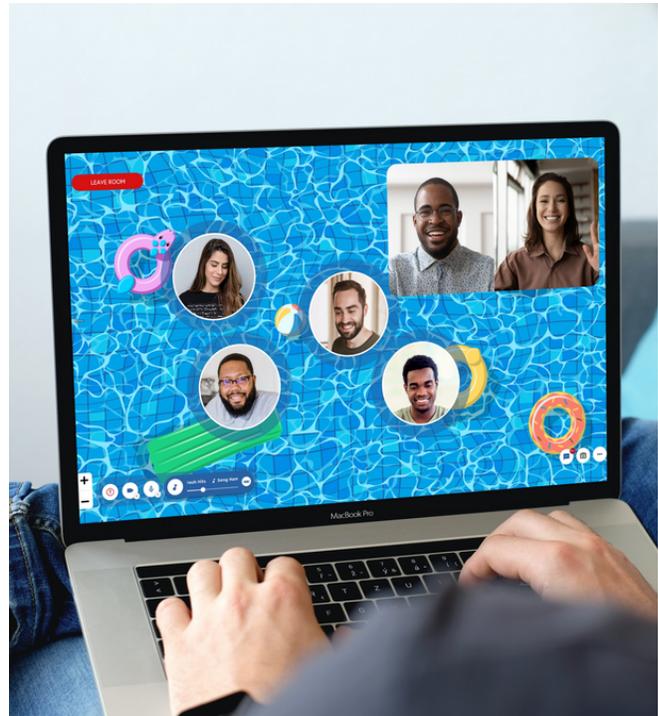
25. Speed Dating...without the Dating

Take the dating element out of this activity and it's really great for getting to know your colleagues a little better. Split the team in half and have one half spread out around the Preciate room. This half will stay where they are, and the other half will rotate around the room. Spend 2, 5, or 10 minutes (however much time allows) with each colleague before moving on to the next person. You as the organizer can offer specific conversation starters or just let the conversation flow naturally, and hop into presenter mode or chat with the group when you're ready for people to switch.



Don't just meet. Preciate.

[Preciate](#) is a revolutionary virtual meeting & events platform that is designed to boost engagement for any meeting, including all-hands. Unlike the tiles of Zoom, attendees can move around the room in Preciate, from conversation to conversation, to build healthier relationships and accelerate business.



Want to See More?

[Learn More](#)

Contact us to [schedule a demo](#) of the Preciate platform to learn more about how it can help make your next gathering even more fun.

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