**Richard Male and Assoc**

**Leasership and coaching, stratefic planning, fundraising strategies, Board Development, etc.**

**Helping Non-profits around the world Thrive in Challenging Times**

**Working remotely:**

**PROs for remote worker:**

1. Remote worker is better able to focus on the detailed work we have and can be more efficient minute for minute. Distractions are reduced. No ringing phones, overheard conversations, etc..
2. money and time by not having to commute.
3. Remote worker saves time not having to ‘get ready’ in the morning.
4. More flexibility for ‘family’ or ‘caregiver’ interruptions. Remote employee can work during the evening to catch-up or make-up time.
5. Not everyone is productive on the same schedule. Working remotely allows night owls and morning people to work when they are at their peak.
6. Is ‘working remotely’ the wave of the future? Good tallent might demand this in the future.

CONs

1. Remote worker works in a vacuum
2. Performance is vulnerable to technology failures or delays.
3. Need to develop a system to maintain hardware and software. How does this work? Who pays?
4. System to protect Five Maples intellectual property and databases
5. Personal relationships between staff members suffer??
6. What paper files does a PM need access to? How can we work around this?
7. Offsite work is not a good fit for every person, without supervision, some workers simply do not rise to the opportunity, and do not perform as well. Motivation is another issue. Some people simply aren’t suited to remote work. They don’t have the discipline or the temperament to thrive in a solitary environment, which may not be clear upfront.
8. Having a remote workforce potentially creates other issues around expenses. If your team is comprised of independent contractors, then of course they assume the responsibility of how to manage, equip, and fund their home office(s). If your team is comprised of employees, however, there will be costs associated with each home-based work station that you will need to provide. It could be that writing a monthly check for leased space in a conventional office is the least of your budget considerations.
9. Reduced interaction and communication in a remote team can lead to confusion over assignments and to some tasks falling through the cracks. Following up for clarification requires additional time and effort, which could push offsite employees into making assumptions about work rather than enduring the hassle of emailing and waiting for answers. Such instability reduces confidence, making it difficult for individuals to establish ownership and accountability. This instability can also raise questions about an employee’s contributions or standing within a team, hampering trust.
10. An additional task that offsite employees must handle is ensuring that management and other team members recognize their contributions. Extroverted people will have no trouble speaking up, but introverted employees may have difficulties in promoting their work. It’s easier for a manager’s eye to fall on the quiet individual in a room than on the one in a remote meeting. Remote work environments may better suit introverted people, but they can also add stress by requiring a certain level of self-promotion.
11. Another potential problem for remote employees lies in missing out on work opportunities. Being out of sight might also mean being out of managers’ minds. Direct contact offers a fresh impression when new assignments roll around, and missing too many chances could harm someone’s career path.e
12. Early burnout - as mentioned, many remote workers are more productive than their in-office counterparts. Yet one of the biggest personal drawbacks to this type of arrangement is burnout. The very elements that help increase[productivity](https://www.recruiter.com/personnel-management.html), including being able to check emails at the breakfast table or finish up that important document right before bed, can create a mindset of never being away from work. Employees are always on call and may feel compelled to do more simply because they can. There’s little real downtime, and all those extra bits easily add up to overwork and burnout. Office employees may stay late, but once they go home, they’re home. For remote employees, home *is* the workplace.
13. Managers also need to maintain regular communications with remote employees, not only to make sure they’re progressing, but also to ensure they’re not burning out. Regular face time is essential and invaluable, yet it also creates its own additional challenges.