



Reconsidering Remote

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ThunderPlains 2017

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Many Types of Workers



Full-time On-Site

Part-time Remote

Full-time Remote

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Many Types of Companies

- Traditional On-Site Company
- Distributed Company
- Split Company (on-site / remote)
- On-site but Flexible



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Remote Work Advantages

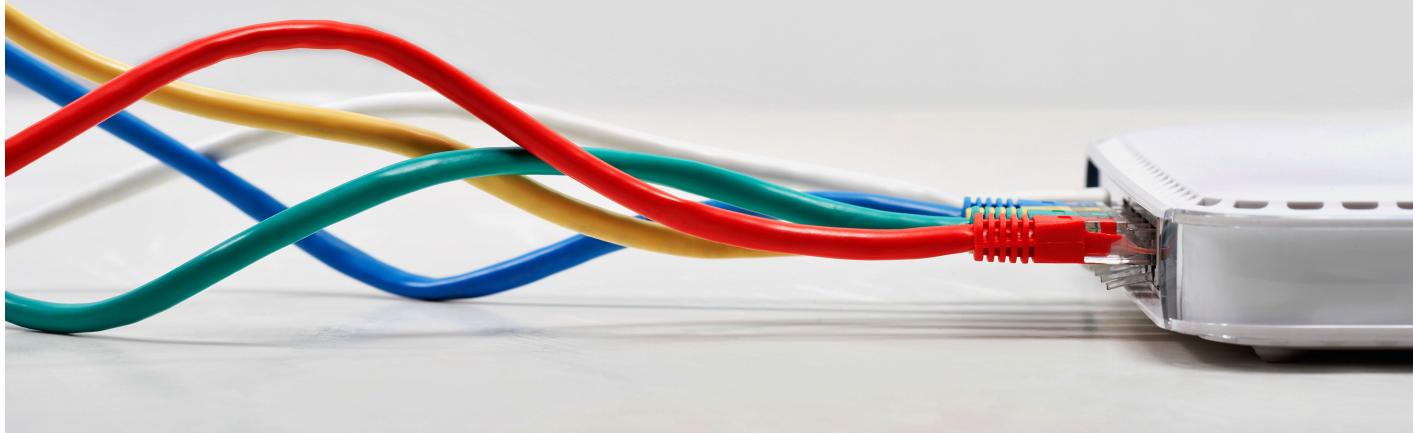
- Hire people who are not local
 - Retain people
- Save on commuting
- Save on office space
- Avoid distractions of an “open office”

Remote Work Challenges

- Invest in communication
- On-boarding
- Maintain a sense of “team”
- Work-life balance
- Distractions of home / work space

Remote Requirements

Reliable Internet



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Remote Requirements

Written Communication



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Remote Requirements

Audio-Visual Communication



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Remote Culture

If one person is remote, everyone is remote



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Remote Culture

Remote is not for everyone,
not for every company



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Effective Communication

- Writing lacks emotional cues
 - Be explicit and factual
 - Give others the benefit of the doubt
 - Clarify as necessary
- Use audio / video as necessary
 - To talk through ideas (brainstorm)
 - To show things visually (whiteboard / demo)
 - To maintain team bonds

Make Remote Work for YOU

- Be proactive / self-starter
- Set clear boundaries
- Use on-site / retreat time effectively
- One-on-one meetings
 - Boss–direct report
 - Peer–peer
 - With people in different parts of the company

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Make Remote Work for Colleagues

- All of the above!
- Be conscious of remotes
 - If something comes up in the office, loop them in
 - During meetings, make sure they are seen / heard
 - If tech breaks down, don't abandon remotes
 - Make sure they receive credit for their accomplishments
- Make a point of working remote sometimes

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Who Am I?

Feedback / Contact / Slides

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