morning Facebook leaning in aggressively

to the notion of a remote workforce CEO

Mark Zuckerberg predicting that in the

next five to ten years half of the

company's nearly fifty thousand

employees will work remotely I spoke

with Mark Zuckerberg yesterday afternoon

in a wide-ranging interview and started

out by asking him how he envisions the

workforce in the future and how he's

thinking about physical proximity to

power the old idea of FaceTime whether

that goes away in the future

the biggest advantages I think are

access to large pools of talent who

don't live around the big cities and

aren't willing to move there and there

are a lot of people in the US and in

Canada and ultimately around the world

who I think we and other companies that

go in this direction will be able to

access we also see on the retention side

one of the top reasons when people leave

the company that they tell us that they

were leaving us because they want to

move to a place maybe to be with their

family but we don't have an office there

so will will now be able to keep more of

those folks in the loop which will be in

some ways even more valuable than

recruiting new people because those

people already ramped up on our culture

this overall will I think help spread

economic opportunity more broadly across

the country I think that there's a big

challenge right now which is that a lot

of opportunities are only available in

cities in these metropolitan areas which

means that people kind of need to choose

between the lifestyle that they want and

sometimes would need to move to a city

and leave that in order to have good

academic opportunities but it's not

clear why that should have to be the

case and I think something like remote

work and can help on that there's

environmental positive aspects people

are going to spend a lot less time

commuting and more time just teleporting

in either over a video chat or

eventually things like virtual reality

and for us I mean our company's so much

what we do is just building products

that help people feel connected and

present together no matter where they

are

it's whether that's the main kind of

feed products that we offer or things

like video chat workplace for

enterprises our hardware with portal or

the longer-term bets are on virtual and

augmented reality they're really about

helping you feel present I just kind of

feel like moving in a more remote

direction in requiring our employees to

rely on these tools more will help

advance some of that future technology

development as well so that's that's a

lot of the stuff on the goods UI you

imagine senior people in those roles

being remote yeah I think we will

certainly get there actually one of the

one of the big things that we basically

decided is we're rolling this out in a

measured way is

we're gonna have more experienced people

be able to do this first because we

concluded that if you're a new grad out

of college or haven't had a lot of

experience working at a company it's

actually more important that you're at

the office in person for training in

order to get ramped up on how a company

works and how to work with colleagues in

that environment before putting you in

in the environment where you potentially

be more you know on your own working

remotely

there are a few things like that in

terms of the most senior folks there's

certainly demand on our management team

and I do think some of the most senior

people will shift to work remotely more

of the time but but of course in these

really senior roles

there's someone unique I mean for me for

example I couldn't just choose to work

from home all the time if I wanted I

have to you know go and meet with people

whether they're in their partners or

governments or different folks and so I

would anticipate that I'm gonna spend

more of my time working remotely than I

did before but I don't think that it

would be feasible for someone like me or

in a role like me to just work remotely

all the time

you