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By Chitta Amaryllis

How to Build Stronger Remote Teams

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1   To understand challenges in remote teams

2   To gain knowledge and tools to implement in team

3   To understand culture in remote teams

1. Establishing communication efficiency across teams

2. Building and maintaining the rapport when everyone is not in the same office

3. Collaboration among different employees through scheduling meetings or informal conversations

4. Conducting effective agile ceremonies remotely

5. People - trust, communication, engagement

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Key ingredients for remote teams

Technology is NOT the whole answer

Digital tools enable but we need to shift mindset and behavior

Set up your team for remote success

- Clear working agreements
- Priorities,
- visualized in an online tool

Mindset & productivity

- Focus on outcomes
- Don't wait for others
- Focus on the important

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01 Clear Roles

The team needs to know who does what - trust.

We need one facilitator to make online work work: the Scrum Master.

02 Team working agreement

Teams need to agree and commit to a new way of working. Especially important while we are remote teams.

03 Meeting cadence

Agree on a video call cadence. Follow Agile events: sprint planning, daily, review, retro. Add social meetings.
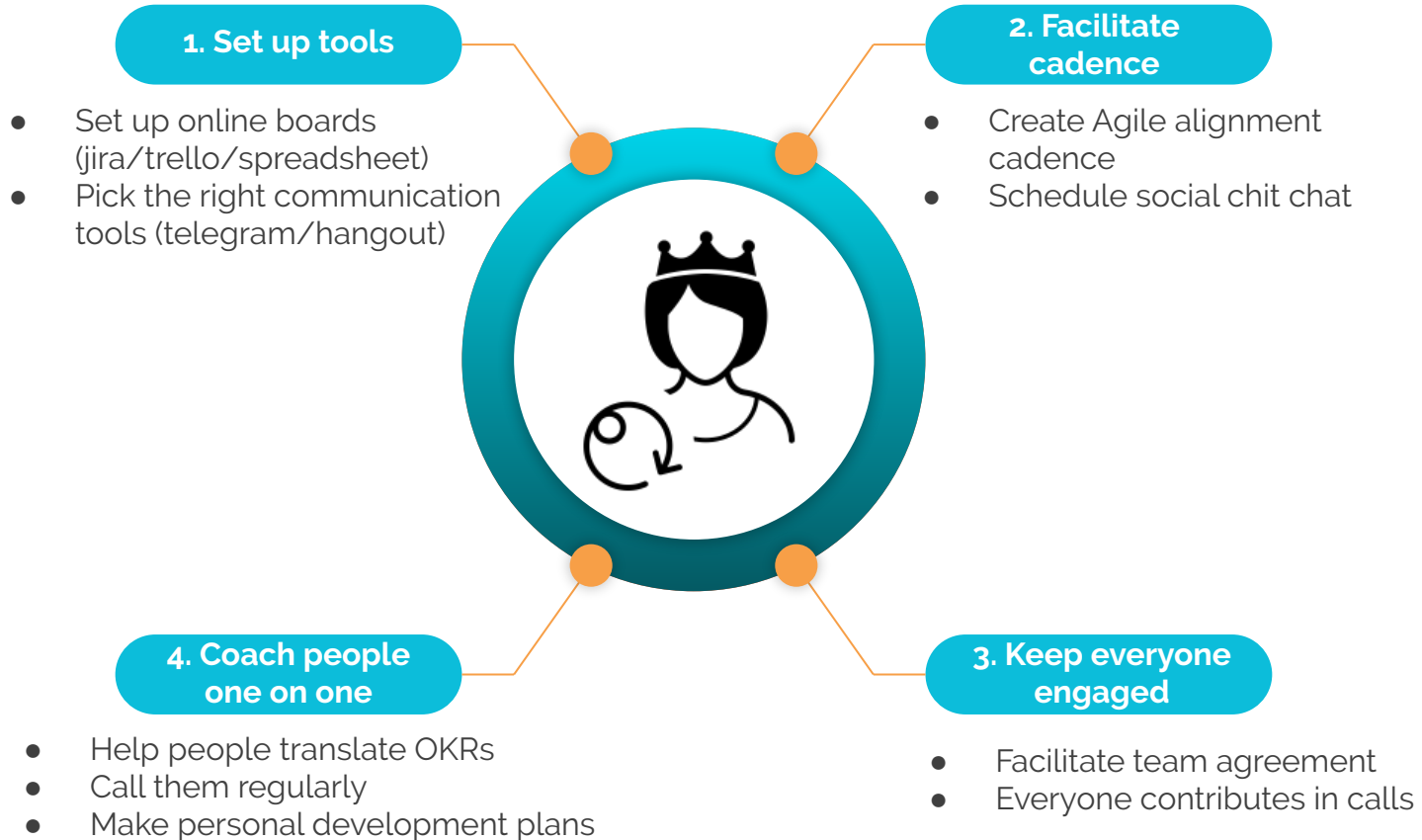
04 Communication

No assumptions, better to over-communicate something than to risk having it slip through the cracks.

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1. Set up tools

- Set up online boards (jira/trello/spreadsheet)
- Pick the right communication tools (telegram/hangout)

2. Facilitate cadence

- Create Agile alignment cadence
- Schedule social chit chat

4. Coach people one on one

- Help people translate OKRs
- Call them regularly
- Make personal development plans

3. Keep everyone engaged

- Facilitate team agreement
- Everyone contributes in calls

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Scrum cadence

Sprint Duration	Sprint Planning	Daily Scrum	Sprint Review	Sprint Retro
1 week	Less than 2 hours	15 minutes	1 hour	45 minutes
2 weeks	Less than 4 hours	15 minutes	2 hours	1.5 hours
4 weeks	Less than 8 hours	15 minutes	4 hours	3 hours

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01 Focus on outcomes using OKR

Define what are the most important things that we need in x weeks: objectives. Define how to get there: key results.

02 Track progress

Teams set OKRs. This is translated to individuals and visualized. Teams inspect progress daily, so things get done.

03 Don't wait for anything or anyone

You're alone in your room. Take responsibility. Wake up, work and get things moving so we create a better future together.
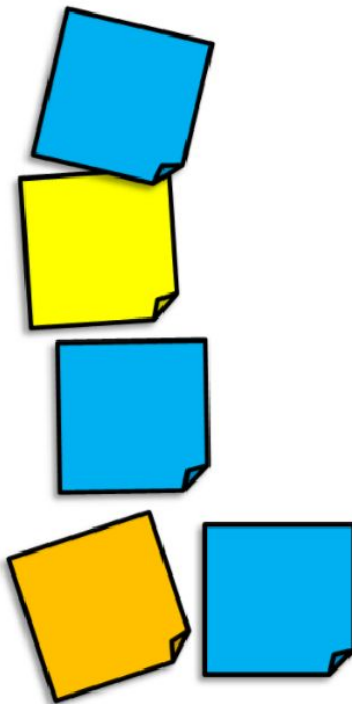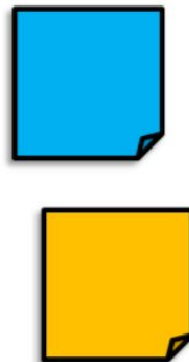
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Sample OKR dashboard
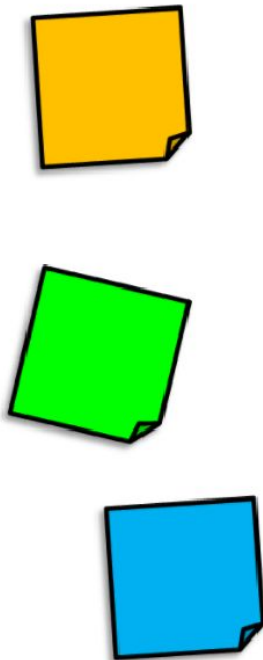
GOAL / VISION

WIND

Helping team

ROCKS
RISKS

ANCHOR

Original Exercise Created by Luke Hohmann
https://www.linkedin.com/in/lukehohmann/

Ekipa DNA

- **Self-organization**
  Everyone knows how to set the right priorities and can work without a boss. We coach people to get there
- **Entrepreneurship**
  Fixing stuff, making the world a better place, breaking rules, doing what nobody else is doing. That's what we do and teach.
- **A balanced workplace**
  We set high standards, deliver quality and push ourselves. And we also value working smarter, not harder. Let others say they're busy.

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Next steps to get you going

Hi Agile & Scrum Enthusiast!

I invite you to take Indonesia Scrum
Master Certification Level 1 Exam.

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discount from normal price.

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For expert advice and coaching in WFH please contact Ekipa. Thanks

https://www.ekipa.co.id

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