



# WORKING REMOTELY

*Lessons from a master  
procrastinator.*

**Miha Hribar**



# Where is Toshl today?

- Remote 3 days a week
- Can work from any location for a longer period
- Plans to go fully remote



# What started it all?

- One or two per platform
- Most communication via chat
- Seclusion to work



“

Long commutes make you fat, stressed, and miserable. Even short commutes will stab at your happiness.

— Jason Fried, *Basecamp*



*From the authors of the New York Times bestseller REWORK*

# RE M E T

A graphic element consisting of a solid red circle with a dashed line extending from its center to each of the four letters 'R', 'E', 'M', and 'T' in the title above it.

**REMOTE  
OFFICE NOT REQUIRED**

*Jason Fried & David Heinemeier Hansson  
FOUNDERS OF 37SIGNALS*



A faint, grayscale background image shows a group of people seated around a large conference table in a meeting room, suggesting a professional or office environment.

**REMOTE WORKERS  
ARE SLACKERS**



“

If you can't let your employees work from home out of fear they'll slack off without your supervision, you're a babysitter, not a manager. Remote work is very likely the least of your problems.

— Jason Fried, *Basecamp*

**IF I CAN'T SEE  
THEM, HOW DO  
I KNOW THEY'RE  
WORKING?**

“

One of the secret benefits of using remote workers is that the work itself becomes the yardstick to judge someone's performance.

— Jason Fried, *Basecamp*

# Github

- Kanban
- Wiki
- Blue dot

The screenshot shows a GitHub project page for 'toshl / toshl-api' (Private). The main navigation bar includes 'Pull requests', 'Issues', 'Marketplace', and 'Explore'. Below the navigation, there are links for 'Code', 'Issues 227', 'Pull requests 0', 'Projects 2' (which is highlighted), 'Wiki', 'Insights', and 'Settings'. The title of the project is 'Bank connections' with a progress bar showing it's updated 2 hours ago.

The Kanban board has four columns: 'Backlog', 'In progress', 'Blocked', and 'Done'. Each column contains several cards representing issues or tasks. For example, the 'In progress' column has one card for 'Duplicate incomes' with a status update from 'Beat-O' and a 'saltedge' label. The 'Blocked' column has multiple cards, including one for 'User gets invalid credentials error each day (Nubank)' with a 'saltedge' label. The 'Done' column has cards for 'Credit card accounts not imported (DKB Berlin)' and 'Entry imported with delay, remains pending after two weeks, missing income', both with 'saltedge' labels.



**HOME IS FULL  
OF DISTRACTIONS**

# Tricks for remote workers

- Put on some pants
- Routine, schedule your day
- Separate space





This is a bathroom,

# DEEP WORK

'Cal Newport is a clear voice in a sea of noise,  
bringing science and passion in equal measure'  
Seth Godin, author of *Linchpin*



RULES FOR  
FOCUSED  
SUCCESS  
IN A  
DISTRACTED  
WORLD



Cal Newport

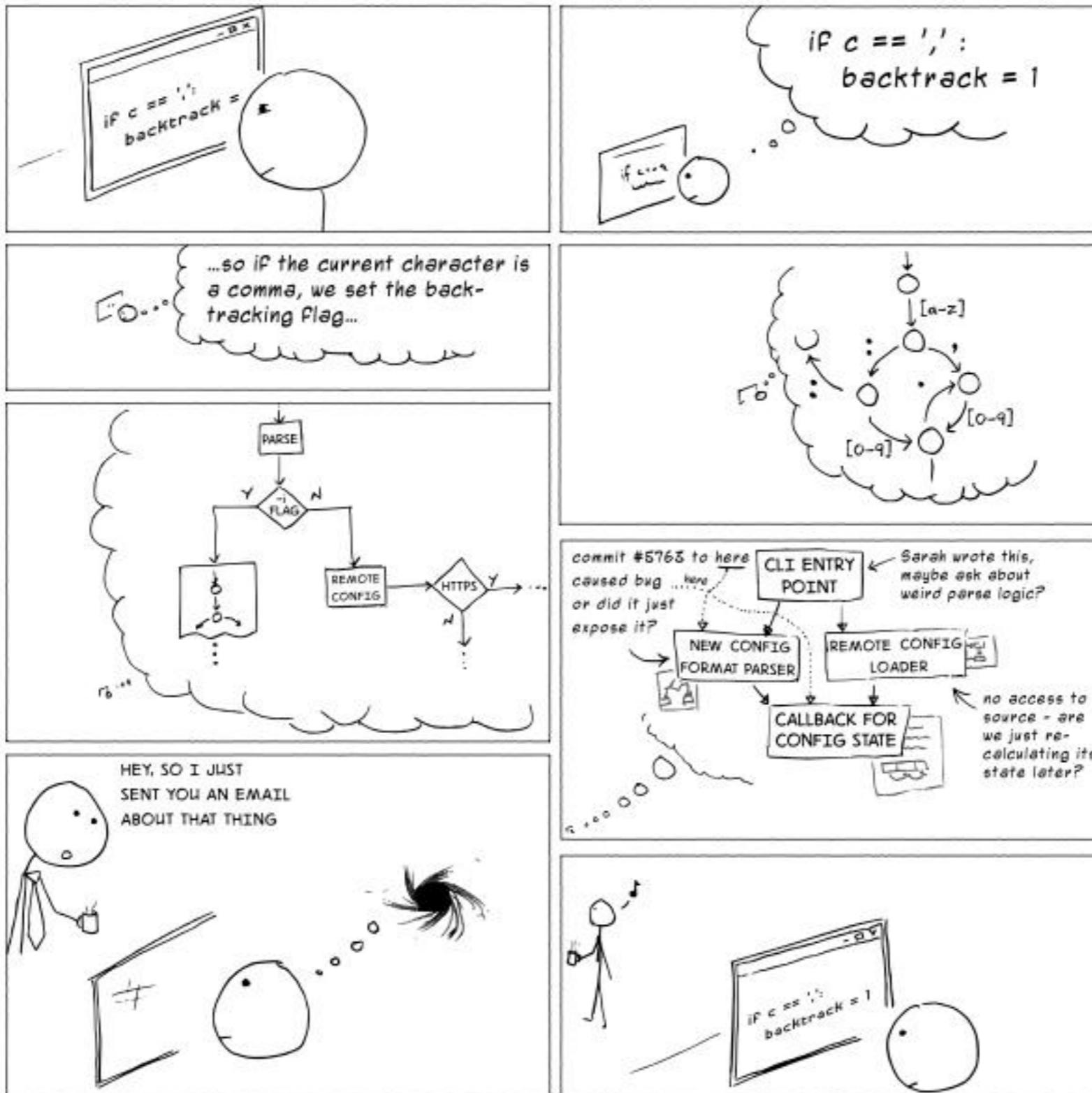
Author of *So Good They Can't Ignore You*

DEEP WORK

Cal Newport

00  
00  
00  
praktus

# THIS IS WHY YOU SHOULDN'T INTERRUPT A PROGRAMMER



**BUT I NEED THE  
ANSWER NOW!**

# Asynchronous communication

- Email
- Slack
- Telephone





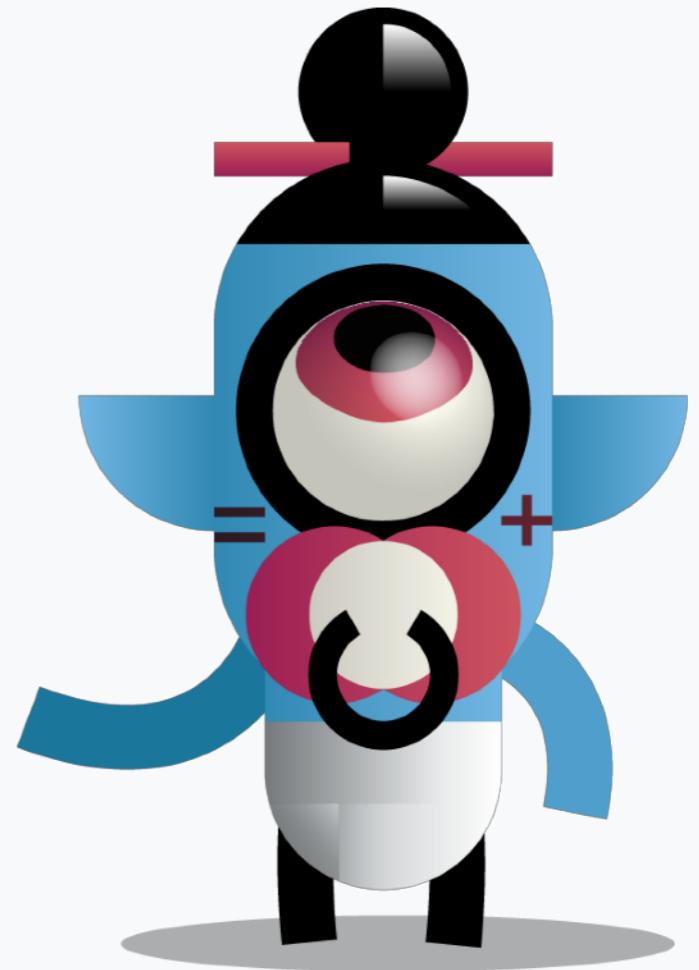
**STAY AT  
HOME DAD**

**BBC**  
**NEWS**



# Dealing with kids

- Boundaries
- Dad is here, but he is working
- Take the time

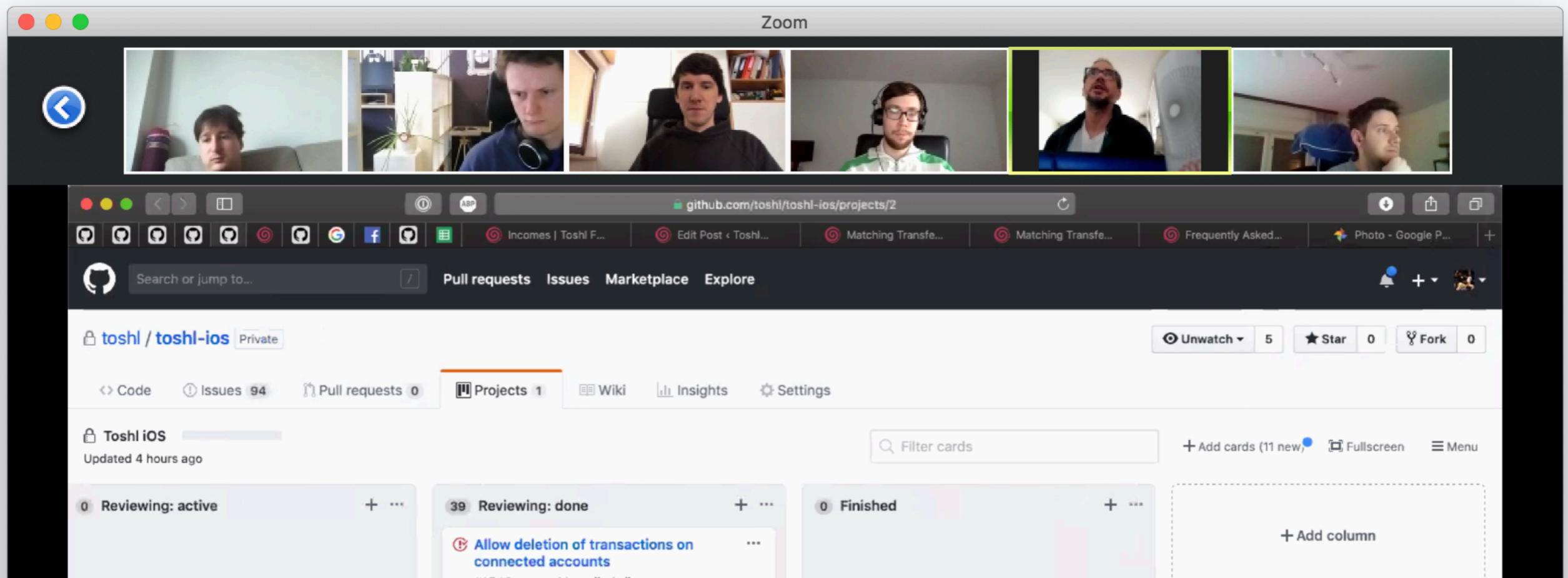




**CULTURE  
WILL SUFFER**

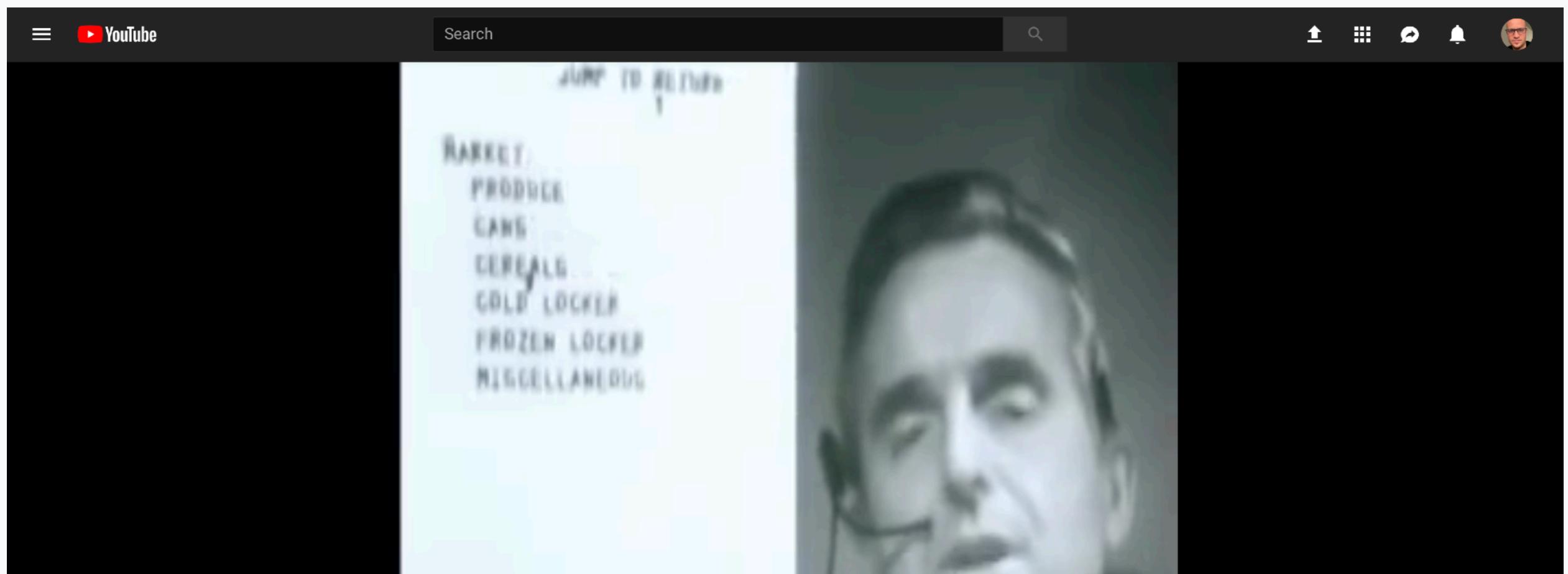
# Culture

- Tuesday meeting, team lunch
- Team building
- Video 1:1



# Mother of all demos

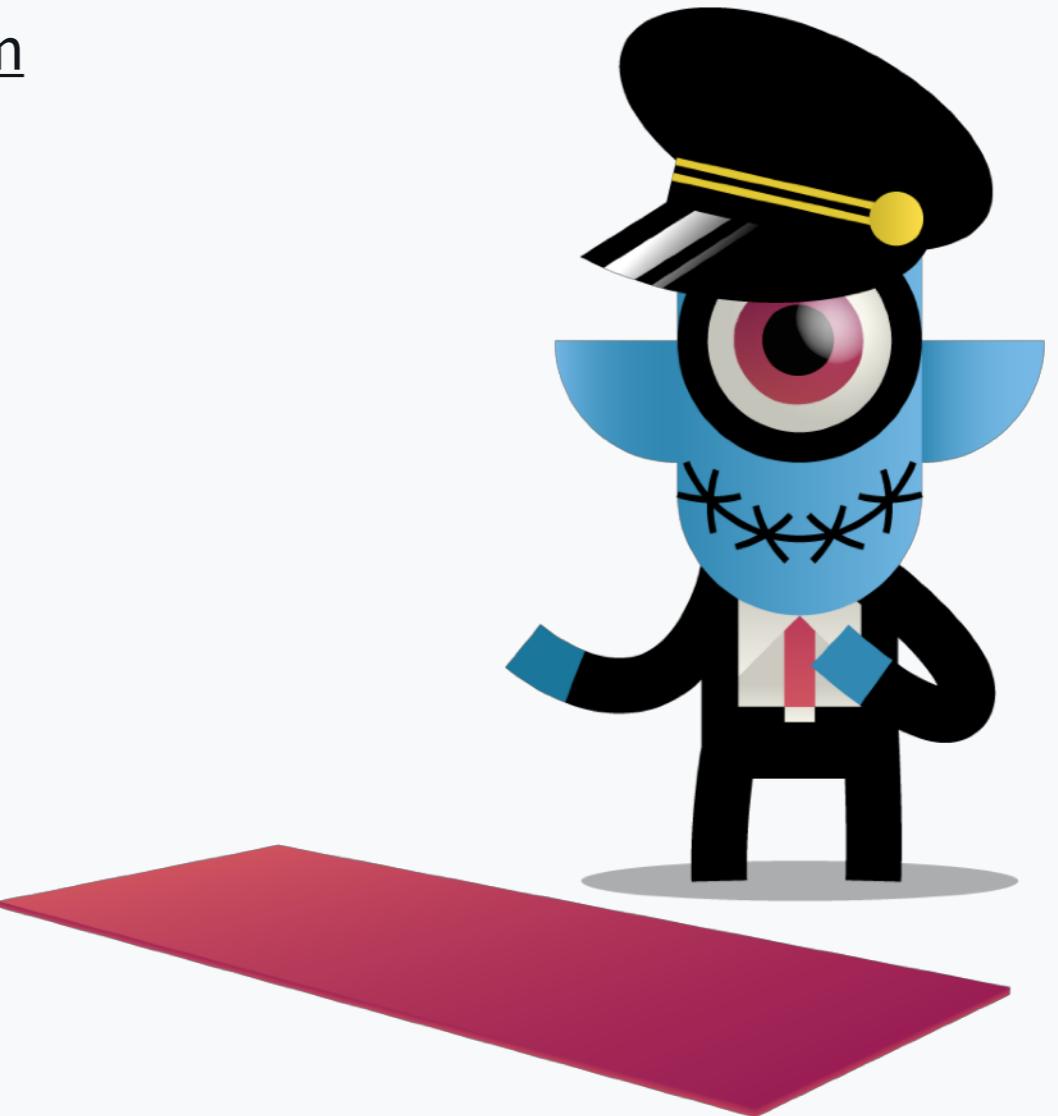
- 50 years ago! (*Dec 1968*)
- Video conferencing, real time collaboration, hypertext
- Meanwhile in 2019 things still don't work



# ONBOARDING

# Knowledge base

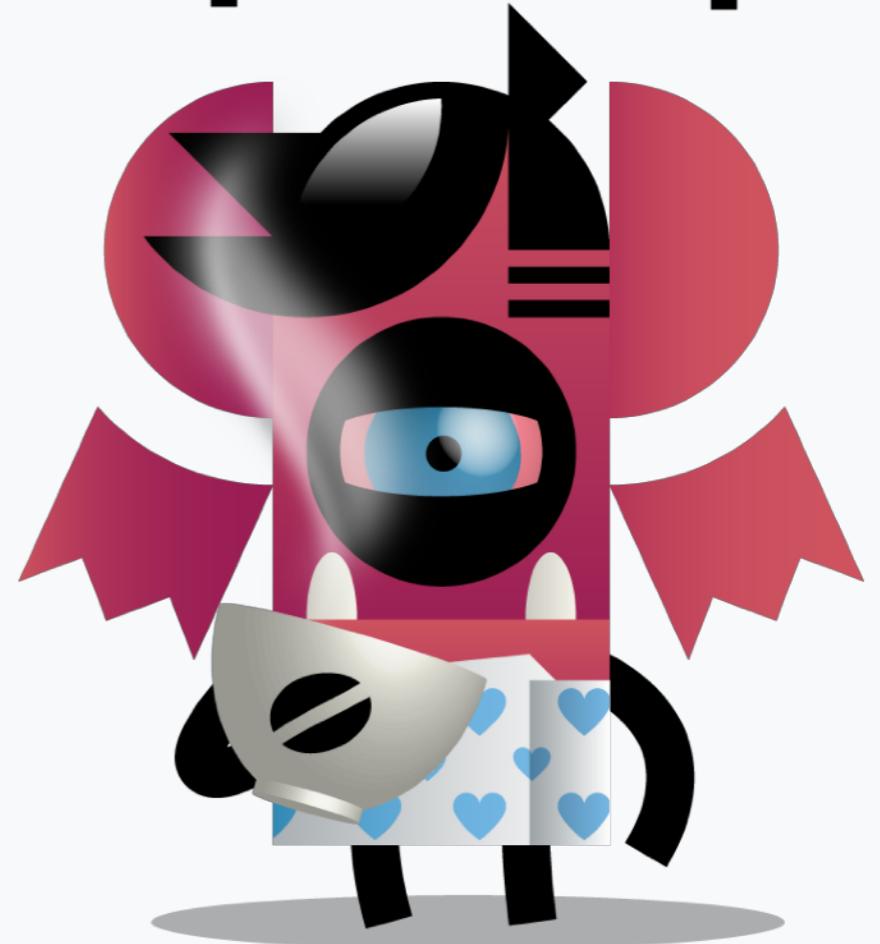
- Github
- <https://developer.toshl.com>
- Google docs
- Zeplin, Dropbox
- 1password



**REMOTE !=  
AVAILABLE 24/7**

# Pace yourself

- No more than 40h/week, no weekends
- No bonus points for burnout
- Use time saved



# Google Calendar

- When you'll be working remotely
- Vacations

The screenshot shows a Google Calendar interface for the week of January 21, 2019. The calendar grid spans from Monday, January 21 to Sunday, January 27. Several blue-colored events are listed, primarily for 'Matic od doma' and 'Miha od doma'. The 'Create' button is visible in the top-left corner. The sidebar on the left includes a calendar for January 2019, a 'My calendars' section with checkboxes for 'Miha Hribar' (checked), 'Birthdays' (unchecked), and 'Family' (checked), and an 'Add calendar' button.

January 2019

M	T	W	T	F	S	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
<b>21</b>	22	23	24	25	26	27
28	29	30	31	1	2	3
4	5	6	7	8	9	10

Events visible in the calendar include:

- Monday, Jan 21: Matic od doma (5:30am - 1:30pm)
- Monday, Jan 21: Miha od doma (8am - 5pm)
- Monday, Jan 21: Rok od doma (8:30am - 10:20am)
- Monday, Jan 21: Kosta od doma (10:20am - 11:15am)
- Monday, Jan 21: Toshi ekipni sestz, 11am
- Tuesday, Jan 22: Jan od doma (8am - 4pm)
- Tuesday, Jan 22: Miha od doma (8am - 4pm)
- Wednesday, Jan 23: Jan od doma (8am - 4pm)
- Wednesday, Jan 23: Miha od doma (8am - 4pm)
- Thursday, Jan 24: Jan od doma (8am - 4pm)
- Thursday, Jan 24: Miha od doma (8am - 4pm)
- Friday, Jan 25: Jan od doma (8am - 4pm)
- Friday, Jan 25: Miha od doma (8am - 4pm)
- Saturday, Jan 26: Jan od doma (8am - 4pm)
- Saturday, Jan 26: Miha od doma (8am - 4pm)
- Sunday, Jan 27: Jan od doma (8am - 4pm)
- Sunday, Jan 27: Miha od doma (8am - 4pm)

A red dot is present on the timeline at approximately 11:15 AM on Saturday, Jan 26, likely marking a specific event or reminder.



**REMOTE WORK  
IS A SKILL**

# Needed skills

- Good writer
- Good communicator
- Able to work on your own



# **WIN/WIN?**

# Benefits

- Employees save time and money
- Businesses save on office space
- Flu season





**THINGS TO  
FIGURE OUT**

# Do better

- Onboarding
- Brainstorming
- Team building
- Home office setup
- Healthy food
- Remote work policy



# **QUESTIONS?**

# Conclusion

- Ramp up slowly
- Find the right set of tools
- Still have an office



# Resources

Remote: Office not required <https://basecamp.com/books/remote>

<https://www.remoteonly.org>

<https://hackernoon.com/the-stress-of-remote-working-38be5bdcf4da>

<https://www.inc.com/jason-fried/excerpt-true-challenge-of-remote-workers.html>

[https://theoatmeal.com/comics/working\\_home](https://theoatmeal.com/comics/working_home)

<https://info.trello.com/hubfs/Trello-Embrace-Remote-Work-Ultimate-Guide.pdf>

<https://lattice.com/library/round-table-recap-7-tips-for-building-culture-across-remote-teams>