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ALL DAY DEVOPS

NOVEMBER 6, 2019

Working from the beach and other myths of remote work

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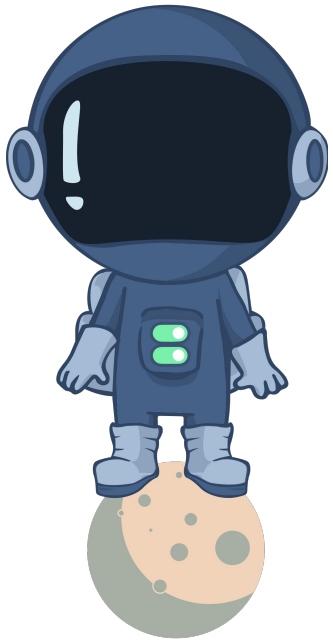
Who am I?

Developer Advocate



10 years working remotely

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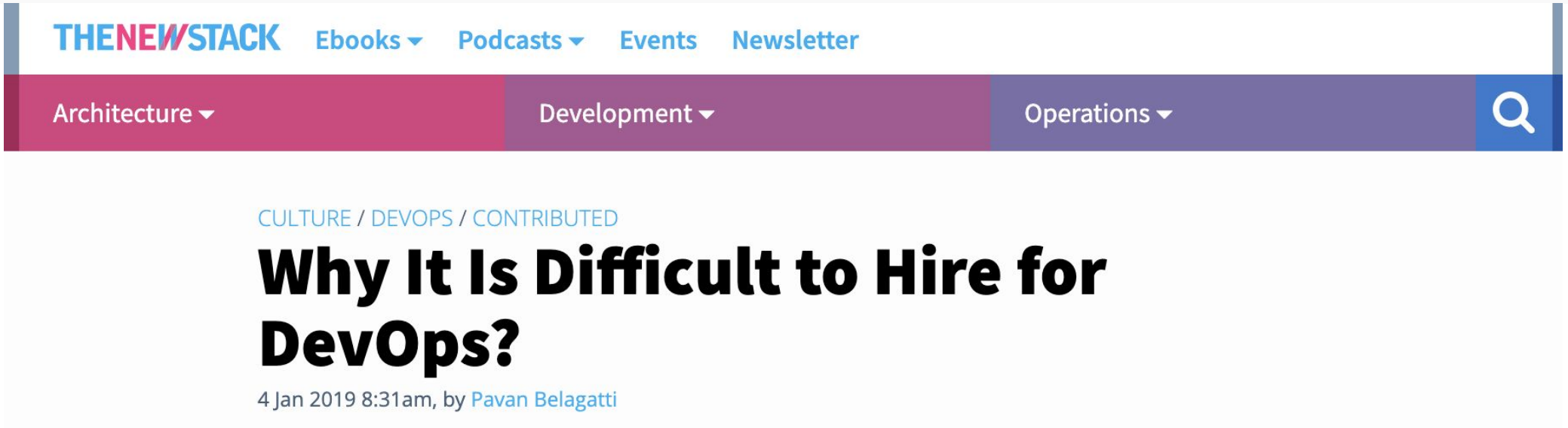
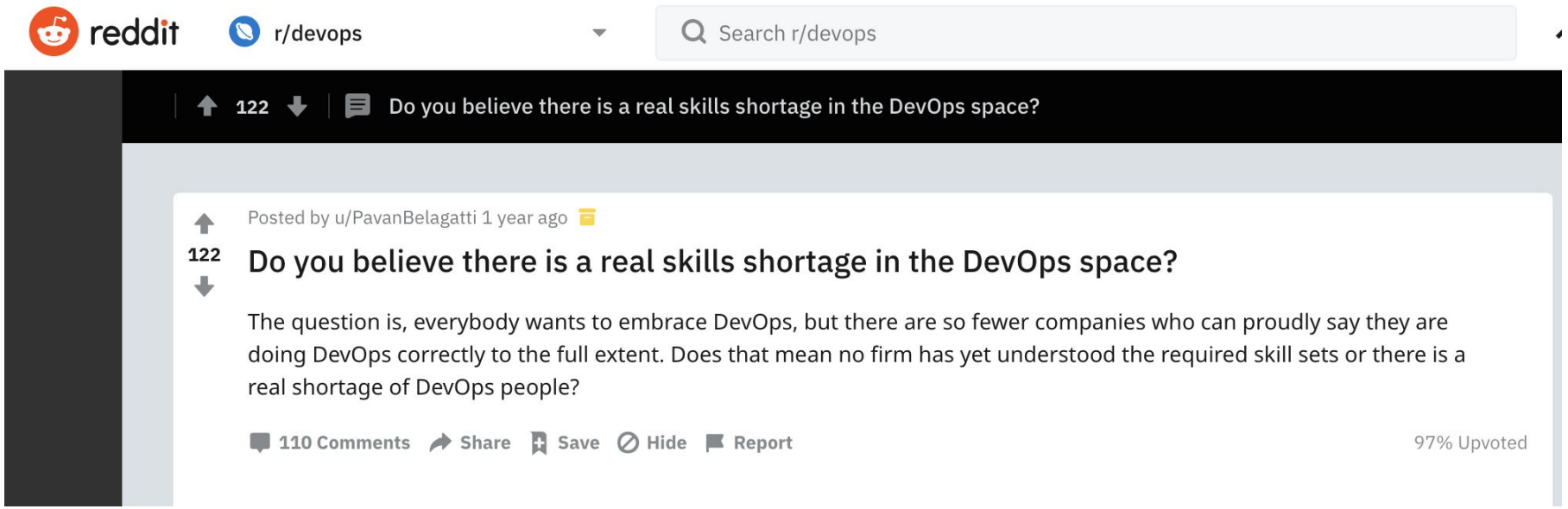
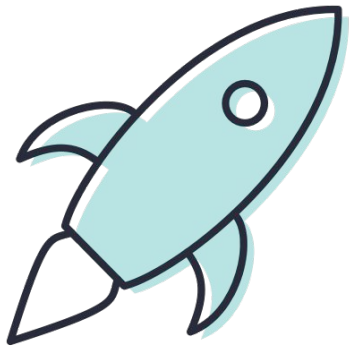
Hiring shortage?





Wny hire remote employees?



Expand & retain talent

Happier employees

Wny hire remote employees?

Katie 🌸
@KatieFujihara

Remote work has allowed me to work with a diverse team despite living in a VERY white city. Even when I was working in SF, somehow I was the only POC on my team and 1/3 POC in a company of 32.

Objections to remote employees

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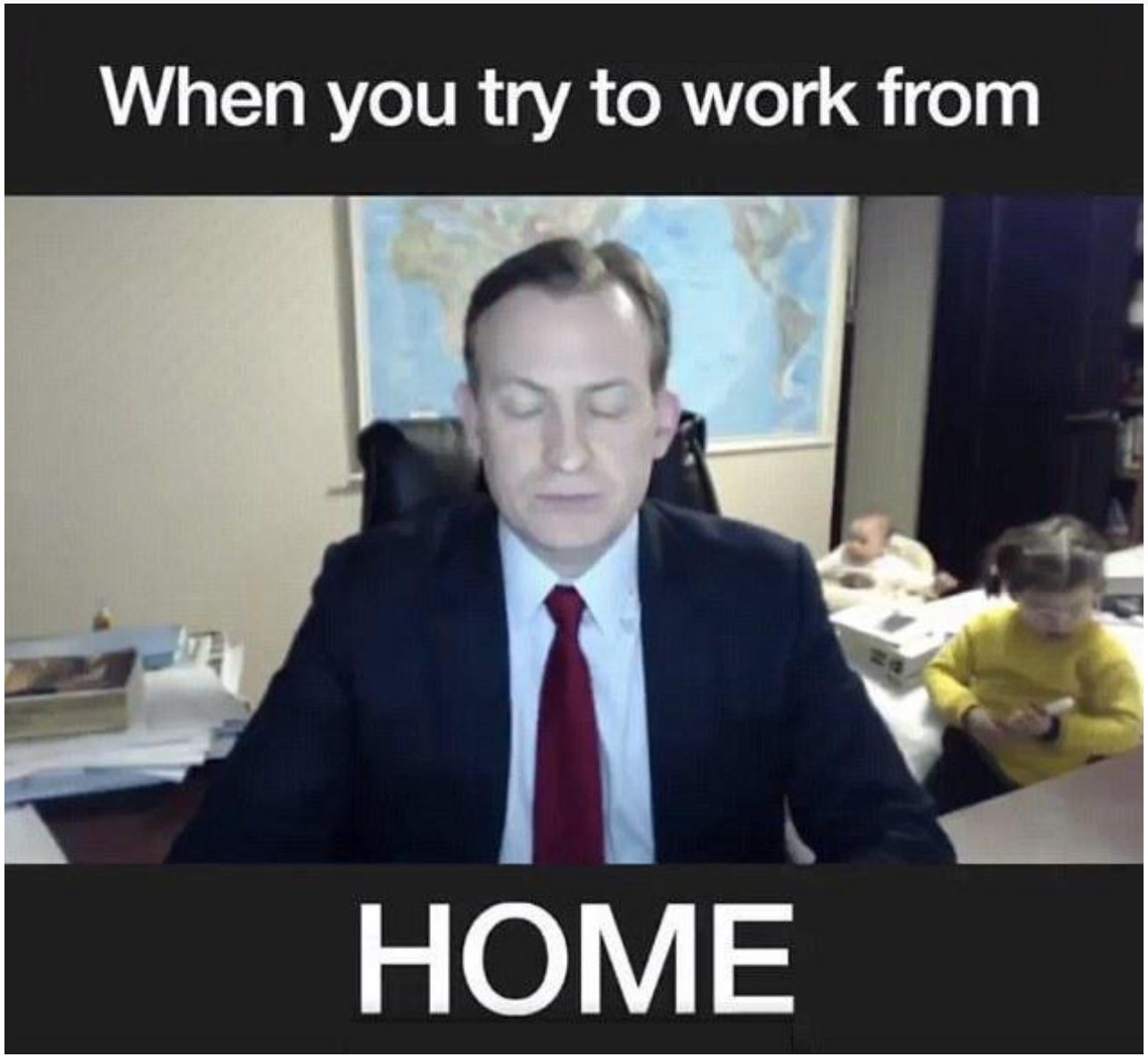
Distractions

BOB WORKS FROM HOME TO ESCAPE THE DISTRACTION OF OFFICE CHIT CHAT.

Unprofessional



Presence != Productive

Sebastian McKenzie
@sebmck

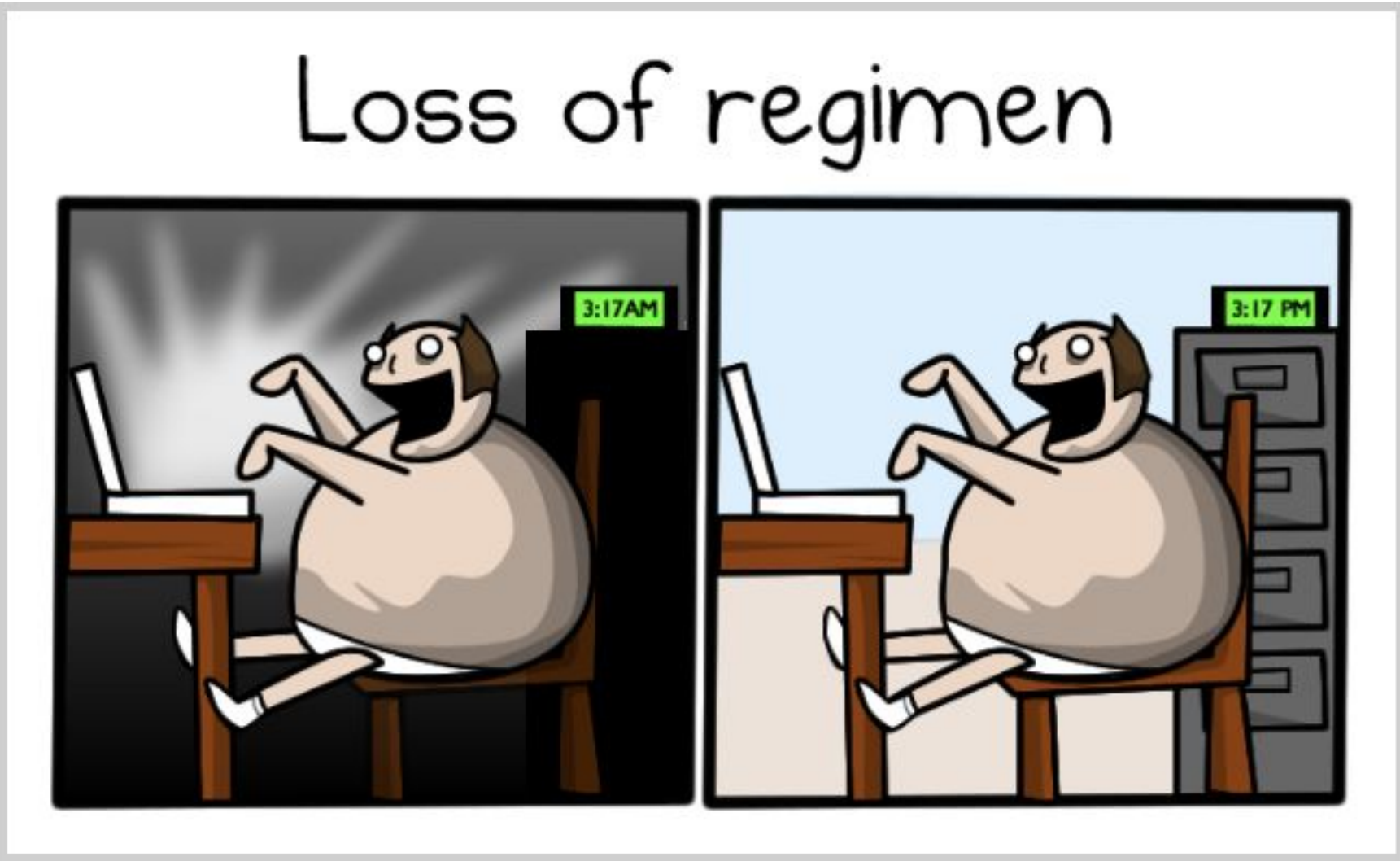
After almost 5 years into my career, I still fail to effectively work in an office. Even when I was a 10 minute walk from Facebook London I still preferred to work from home. There's no way my desk at work could be better. At home I can control the noise, light, and temperature.

11:05 PM · Nov 4, 2019 · Twitter Web App

125 Retweets **974** Likes

Remote work isn’t easy

Scheduling



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Communication

jay gordon 🤘🗽☁️ ✔ @jaydestro · 3h

talk to me more

> **Dawn of the DevOps** @dparzych
>
> If you work remotely or work with distributed co-workers, what are things companies and coworkers have done/can do to be more remote-friendly?

1 4

Missing Out

WORKING REMOTELY
RECEIVE WORK EMAIL SAYING THERE ARE DONUTS IN THE BREAK ROOM
ator.net

Everyone has a part to play to make remote employees successful.
dparzych

What can a company do?

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Supporting remote employees

Budget for supplies

Policies

Celebrate

Set expectations

Suggested home office equipment

- Desk
- Comfortable chair
- Noise cancelling headphones
- USB-C hub
- Monitor Arm
- Video camera
- Docking station
- Standing mat (if you have a standing desk)
- Backup power cord
- Green screen

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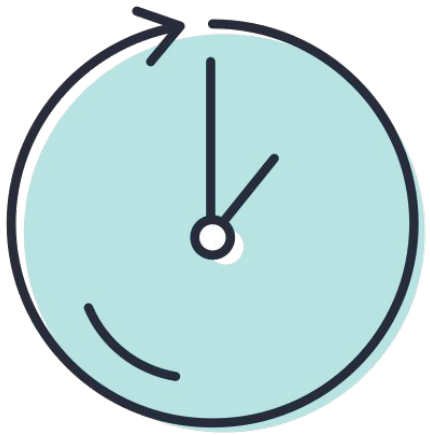
Tea-talk

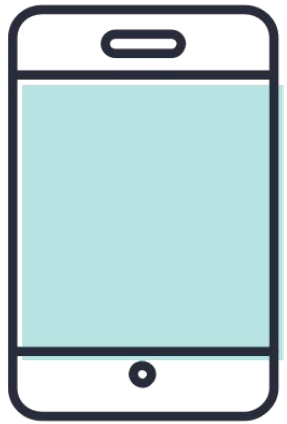
Tips for remote employees

Separate work and home



Set hours

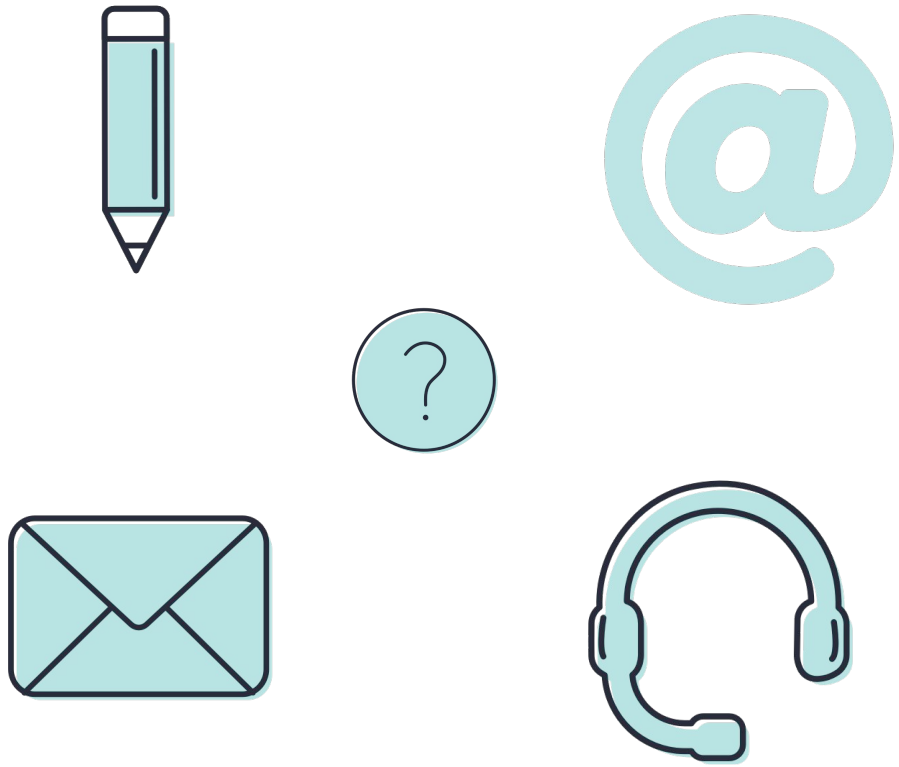
Workspace



Equipment

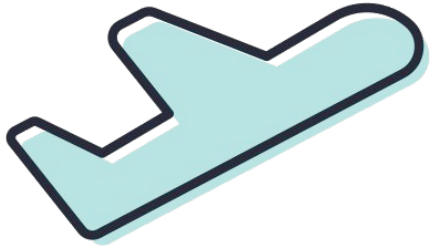
Communication

Greetings

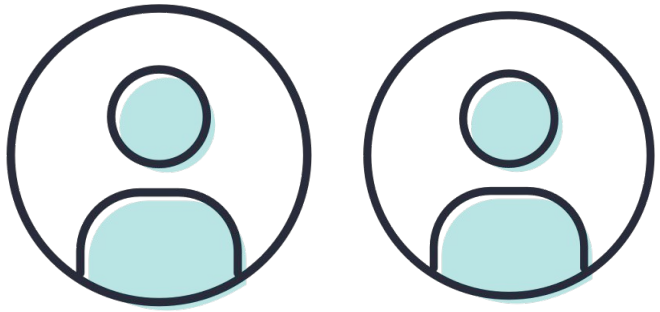


Overcommunicate

Relationship building



HQ visits



1:1s

Working remote !=
Working alone

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What can people at HQ do?

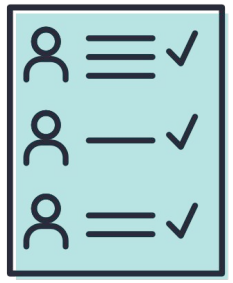
Communication

Faces

Asynch communication

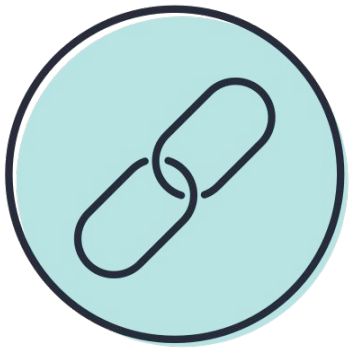
Meetings

Time



Roles

Meetings



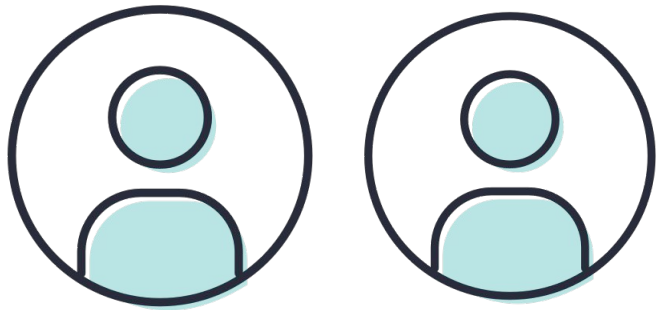
Zoom

Video

Side conversations

What can managers do?

Communication



1:1s

Check-in

Preferences

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Top tips to build a stellar remote team

- Communicate, communicate, communicate
- Be clear on your expectations
- Regularly scheduled face-time

To download slides
and/or
get a LaunchDarkly t-shirt:

http://www.launchdarkly.com/dawn

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Resources

- https://recruitloop.com/blog/8-benefits-allowing-employees-work-remotely/
- https://www.flexjobs.com/blog/post/5-health-benefits-of-flexible-jobs/
- https://www.forbes.com/sites/andrealoubier/2017/07/20/benefits-of-telecommuting-for-the-future-of-work/#476f8fec16c6
- https://www.entrepreneur.com/article/333010
- https://open.buffer.com/state-remote-work-2018/
- https://www.ciphr.com/advice/10-essential-remote-working-statistics/

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