



ALL DAY DEVOPS

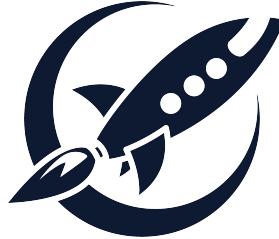
NOVEMBER 6, 2019

Working from the
beach and other
myths of remote
work



Who am I?

Developer
Advocate



10 years
working
remotely

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CULTURE / DEVOPS / CONTRIBUTED

Why It Is Difficult to Hire for DevOps?

4 Jan 2019 8:31am, by Pavan Belagatti

The screenshot shows a Reddit post from the r/devops subreddit. The post title is "Do you believe there is a real skills shortage in the DevOps space?". It has 122 upvotes and was posted by u/PavanBelagatti 1 year ago. The post content discusses the challenges of hiring DevOps professionals due to a perceived lack of companies truly embracing DevOps. It has 110 comments, 97% upvoted, and options to share, save, hide, or report.

reddit r/devops

Search r/devops

122 | Do you believe there is a real skills shortage in the DevOps space?

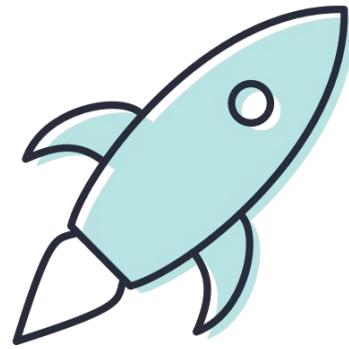
Posted by u/PavanBelagatti 1 year ago

122 Do you believe there is a real skills shortage in the DevOps space?

The question is, everybody wants to embrace DevOps, but there are so fewer companies who can proudly say they are doing DevOps correctly to the full extent. Does that mean no firm has yet understood the required skill sets or there is a real shortage of DevOps people?

110 Comments Share Save Hide Report 97% Upvoted

Why hire remote employees?



Expand & retain talent



Happier employees

Why hire remote employees?



Katie

@KatieFujihara

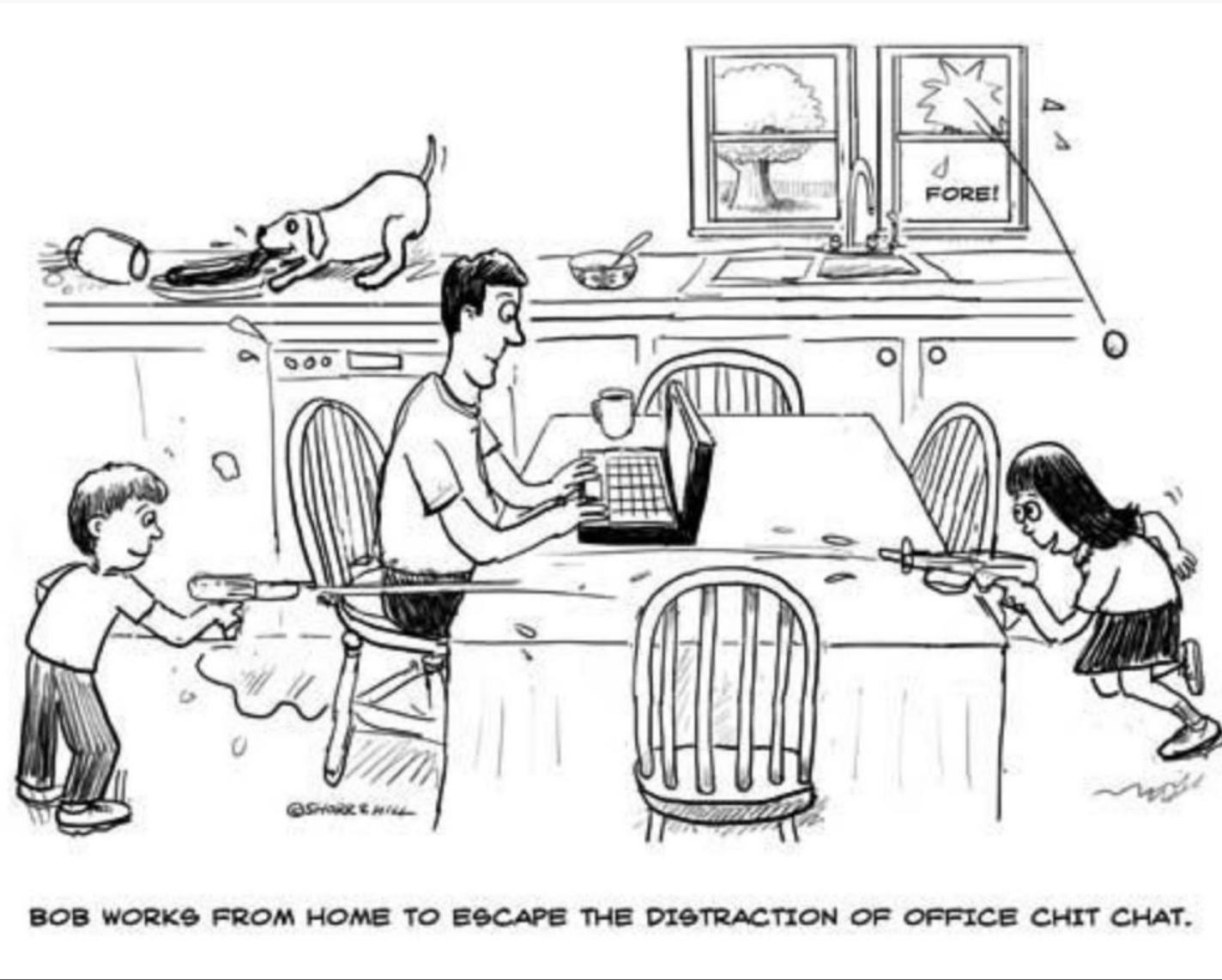


Remote work has allowed me to work with a diverse team despite living in a VERY white city. Even when I was working in SF, somehow I was the only POC on my team and 1/3 POC in a company of 32.

Objections to remote employees



Distractions



Unprofessional

When you try to work from



HOME

**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](#)

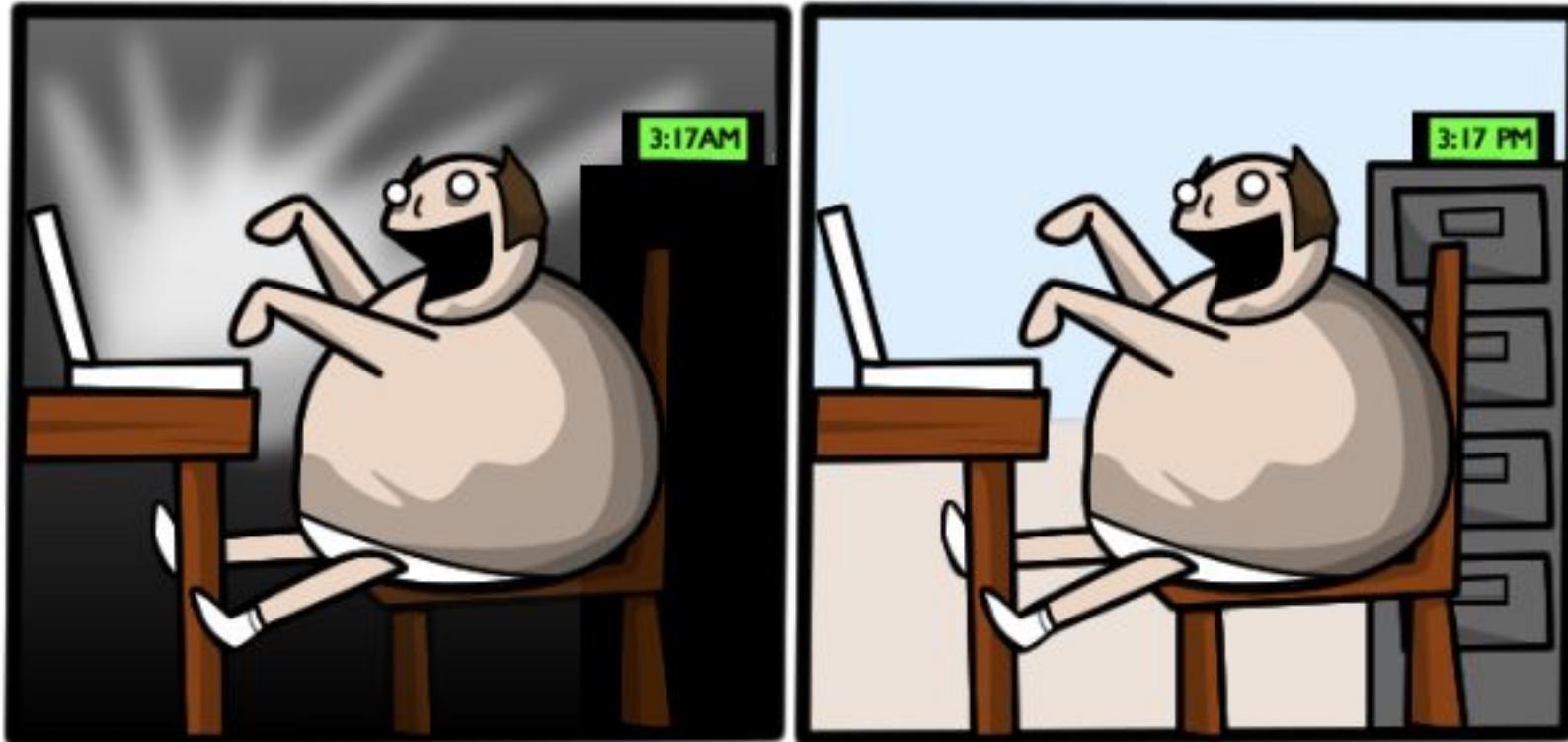
125 Retweets **974** Likes



Remote work isn't easy

Scheduling

Loss of regimen



Communication



jay gordon 🤝 🌞 ☁ ✅ @jaydestro · 3h

talk to me more

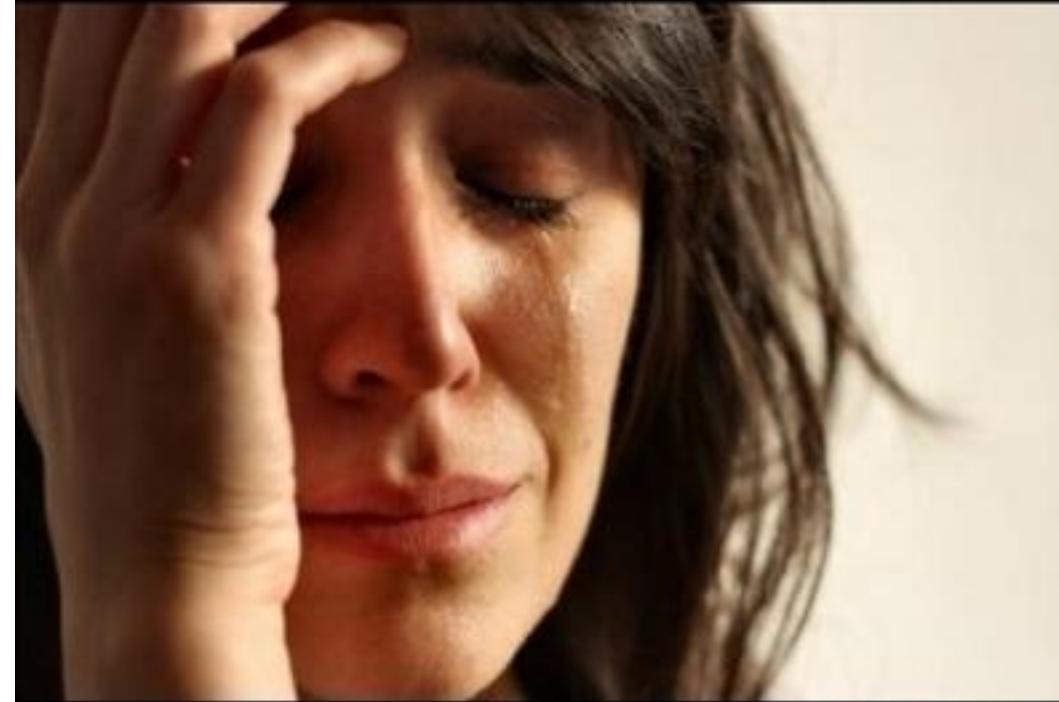
Dawn of the DevOps @dparzych

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?



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.**

What can a company do?



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



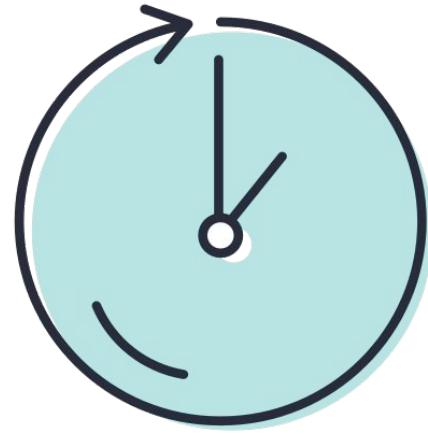
Tea-talk



A wide-angle photograph of a coastal desert. On the left, large, smooth sand dunes roll towards the horizon. To the right, a vibrant turquoise ocean meets the shore. The sky above is a clear, pale blue.

Tips for remote employees

Separate work and home



Set hours



Workspace

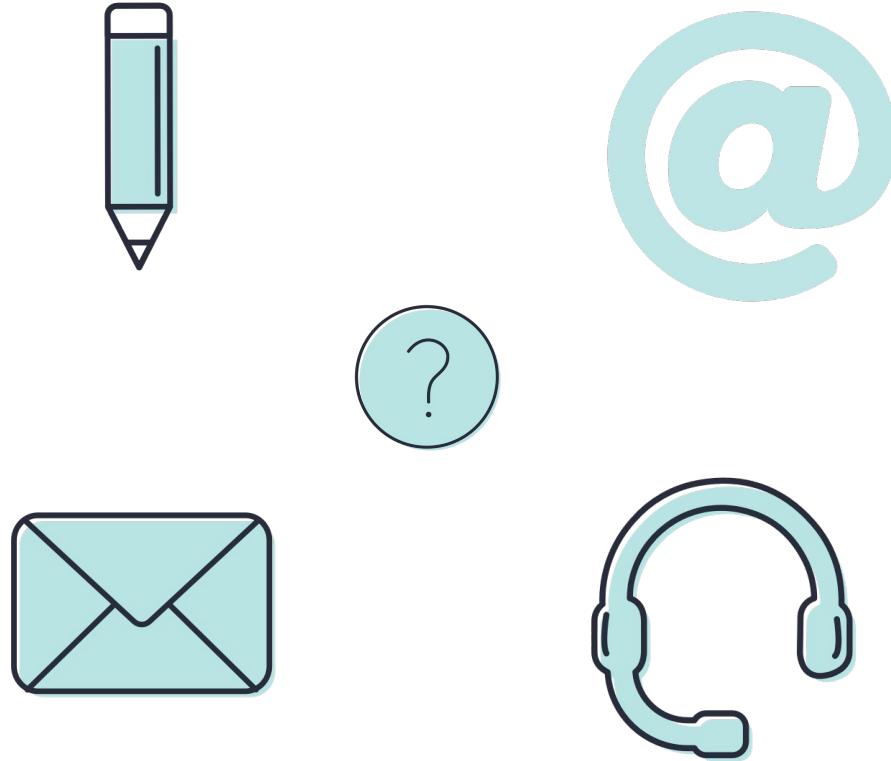


Equipment

Communication

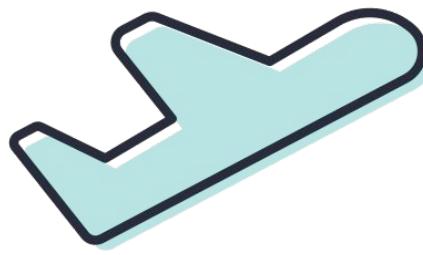


Greetings

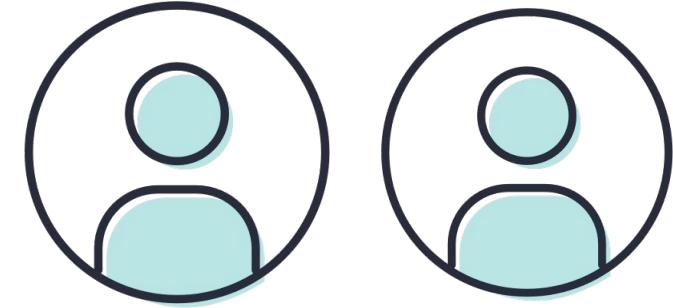


Overcommunicate

Relationship building



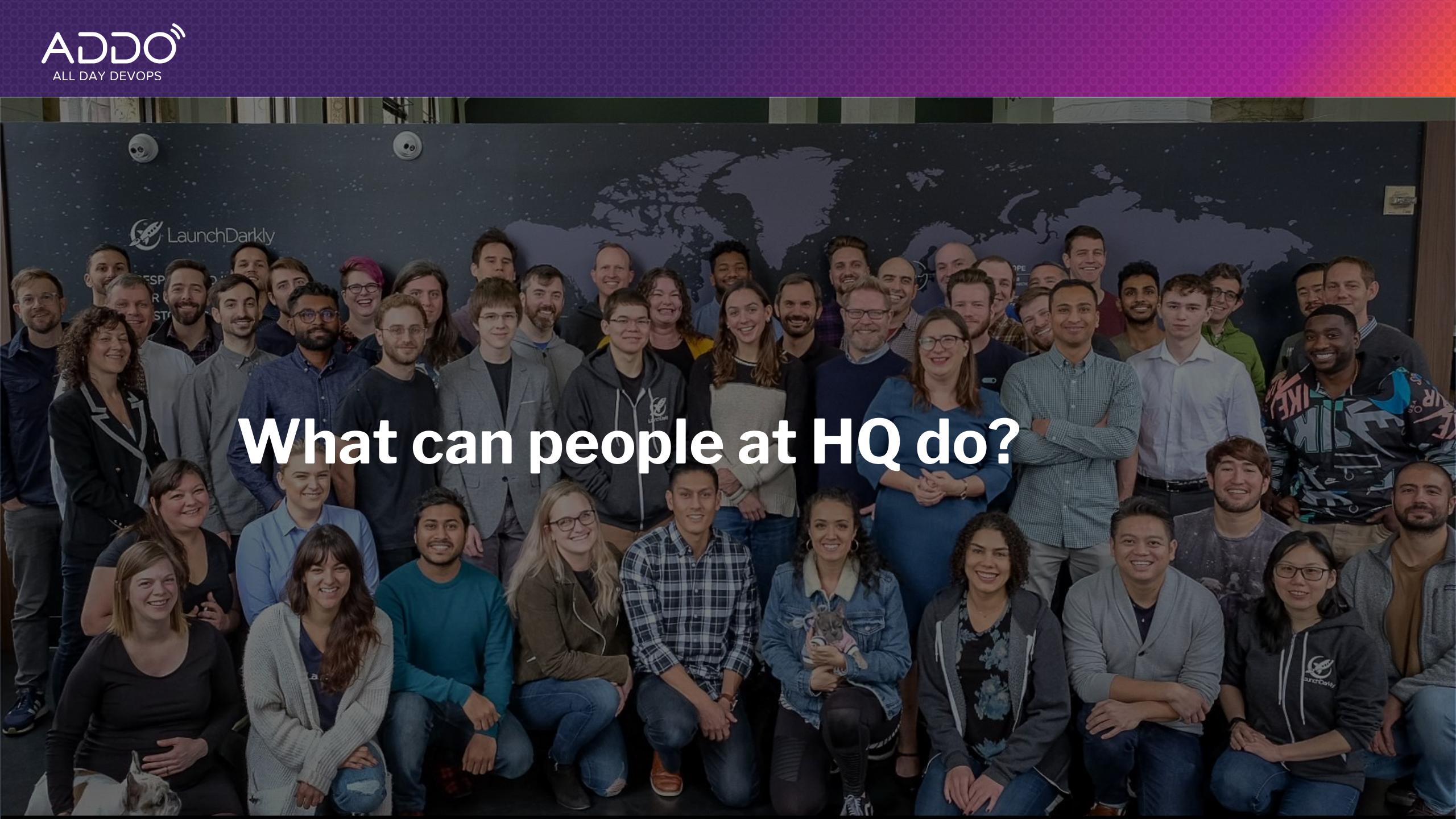
HQ visits



1:1s

The background of the slide is a photograph of a landscape at dusk or dawn. The sky is a gradient of dark blue at the top, transitioning through orange and yellow near the horizon. A crescent moon is visible in the upper left corner. In the foreground, there's a dark silhouette of a field. On the right side, a person's silhouette is facing away from the viewer, looking towards the horizon where the sun is low.

Working remote !=
Working alone



What can people at HQ do?

Communication



Faces

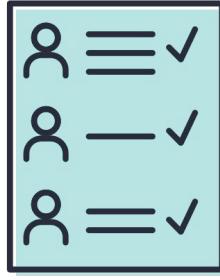


Asynch communication

Meetings

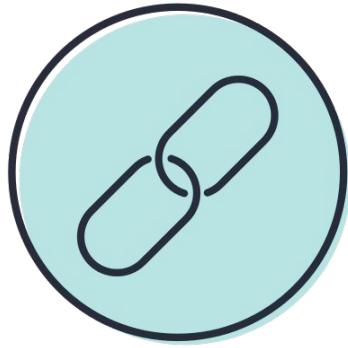


Time



Roles

Meetings



Zoom

◦

Video

◦

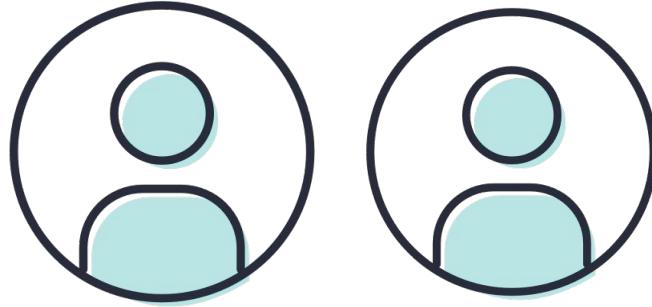


Side
conversations

◦

What can managers do?

Communication



1:1s



Check-in



Preferences

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>

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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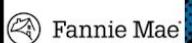
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