

Unlocking the Power of Remote Teams

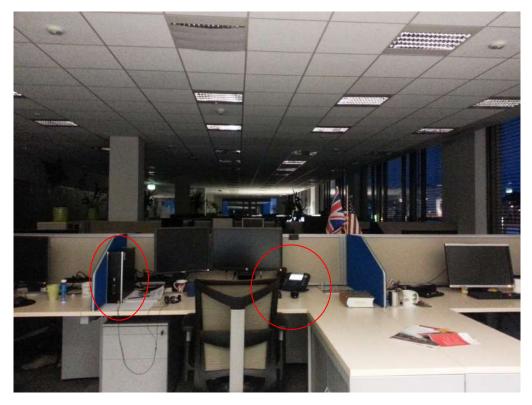
Lessons from the trenches

Dawid Stronczak

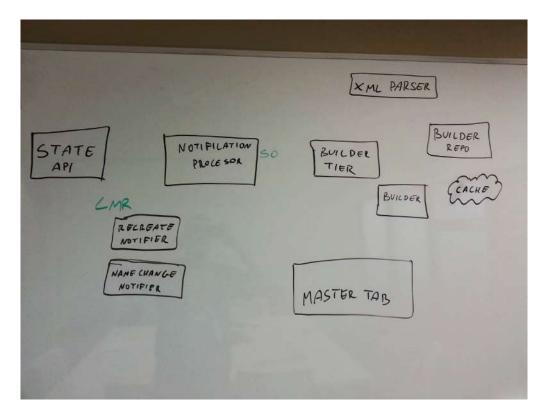




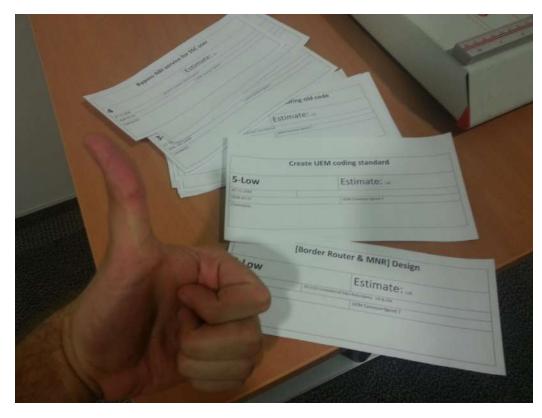
Work computers



Design sessions



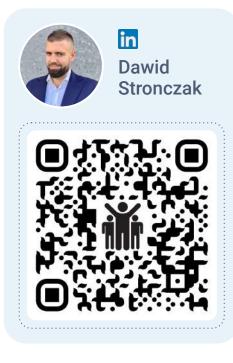
Handling tickets



Remote work

	Remote Desktop Connection			
General	isplay Local Resources Experience	Advanced		
Logon se				
	Enter the name of the remote computer	75. 27.		
	Computer: lenovox390		\sim	
	User name: MicrosoftAccount			
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Who am I?



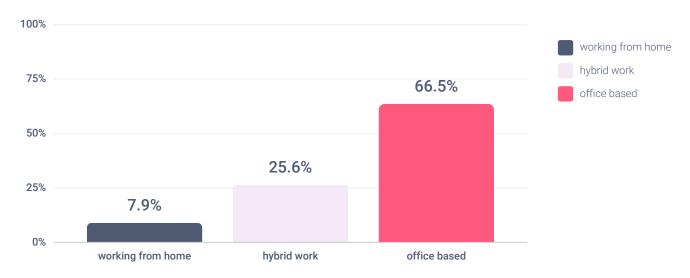


Why are you here?

How many of you...



In reality...



May 2023

Source: wfhresearch

Do you like working remotely?

How many of you...



Flo 🏓

Employee preference

81.4%

of workers want to work remotely at least some of the time

Source: wfhresearch

Plan for today

Act 1: The Remote Revolution (or The Game Changer You Can't Ignore)

Act 2: Unlocking the Power of Remote Teams

(or When Remote Becomes the Edge)

Act 3: Summary (or The Takeaways)

Act 1: The Remote Revolution

(or The Game Changer You Can't Ignore)

From survival to digital nomadism

A brief History of Work



Before the pandemic

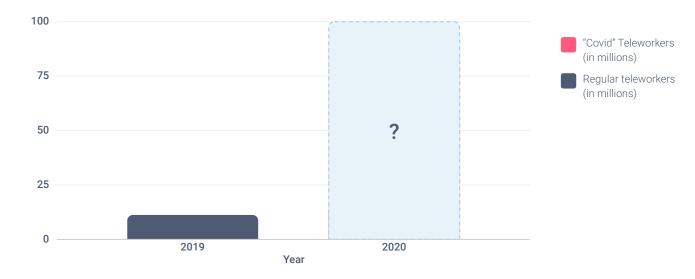
us employees working from home by year



Source: United States Census Bureau

During the pandemic

Regular teleworkerks & "Covid" Teleworkers (in millions)



Source: United States Census Bureau (Household Pulse Surveys)

But when the pandemic was over...

BUSINESS / MEDIA Netflix Sets Post-Labor Day Return to Office Life

CEO Reed Hastings has previously expressed his distaste for work from home culture created by the pandemic.

By KALI HAYS 🚼 APRIL 9, 2021, 4:15PM

SUCCESS REMOTE WORK

Tim Cook called remote work 'the mother of all experiments.' Now Apple is cracking down on employees who don't come in 3 days a week, report says.

EY JANE THIER March 26, 2023 at 554 PM CMT+1

Zoom orders workers back to the office

7 August 2023

< Share

After Amazon Announces Return-to-Office Policy, Workers Push Back

February 22, 2023 | Kathryn Mayer

Google Cracks Down On Work From Home, Tells Workers To Return To The Office

BY JOSEPH F. KOVAR > JUNE 08, 2023, 05:21 PM EDT

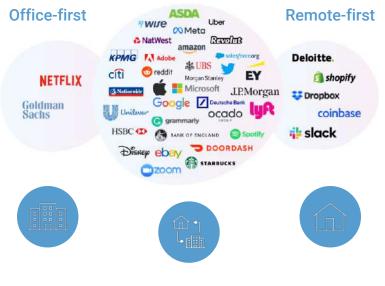
TECH

Meta will require employees to return to the office three days a week starting in September

PUBLISHED THU, JUN 1 2023-8:38 PM EDT | UPDATED THU, JUN 1 2023-9:09 PM ED

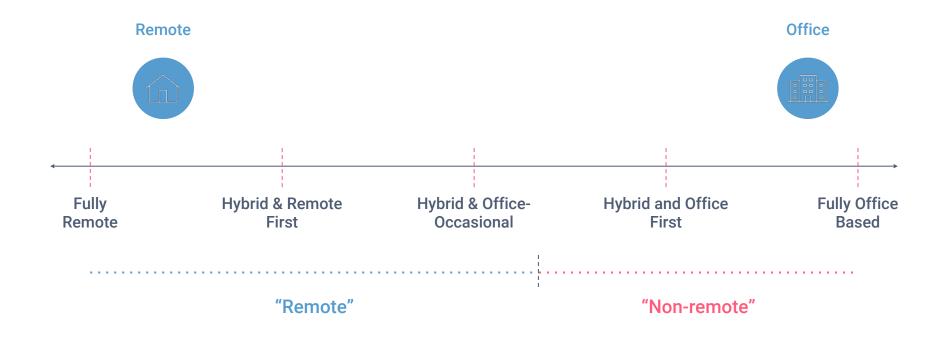
Workplace strategies in tech - 2024

Hybrid



Source: hubblehq

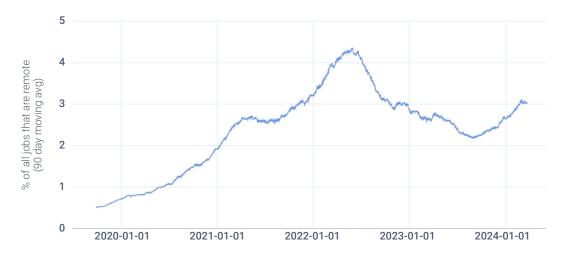
The Remote Continuum: From Home to HQ



What's ahead?

Percentage of job postings listed as "Remote" over time (globally)

Analysis of job postings from 1800+ startups and 3500+ public companies

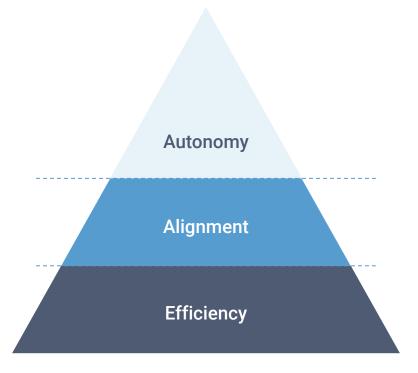


Source: bloomberry.com

Act 2: Unlocking the power of remote teams

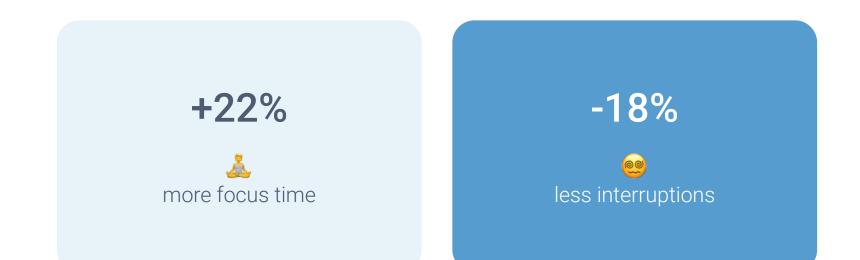
(or When remote becomes the edge)

The three pillars of remote excellence



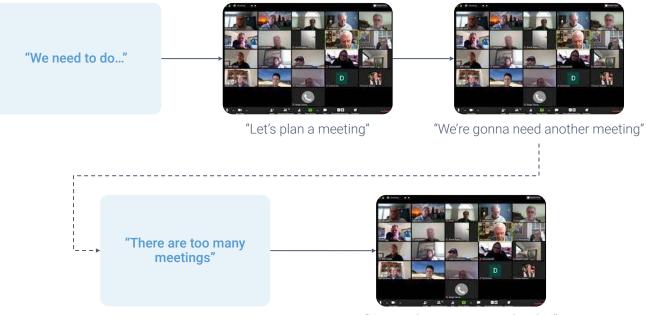
1. Efficiency

Remote = better focus



Source: hubstaff.com

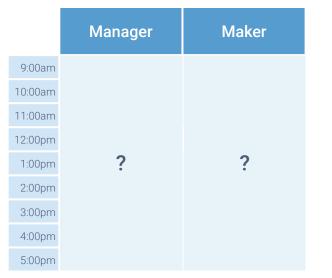
Unless...



"We need a meeting to solve this"

Img source: technology

"Maker" schedule vs "Manager" schedule



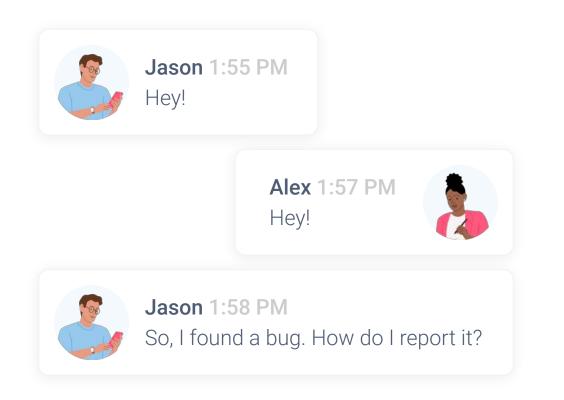
Ideal Schedule



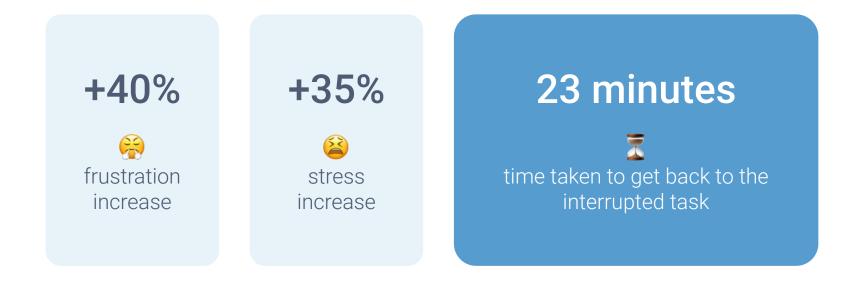
Actual Schedule

Img source: nuclino

Other distractions



Interruptions have a cost



Source: Mark, Gloria & Gudith, Daniela & Klocke, Ulrich. (2008). *The cost of interrupted work: More speed and stress*. Conference on Human Factors in Computing Systems - Proceedings. 107-110.

Async workflows



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What should see focus on in our next sprint?	Pinned Iten
New Features Quality Accuration Tech Debt:	
+ Add Option	8 9 Members
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Quality Assurance	· M take
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atternational 20% (1)	e 📰 poły
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Total votes	· ded Bit o
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+ Insure Institution	Invite more peop











Img source: <u>k15t</u>, <u>ytimg</u>, <u>tettra</u>, <u>slack</u>

What about the meetings?

Require clear agenda and meeting goal

Bespect the timebox

11 Select relevant participants

Avoid ad hoc meetings

STACK YOUR MEETINGS TOGETHER

No meeting days

No-meeting days

Having just one means...



Sources:

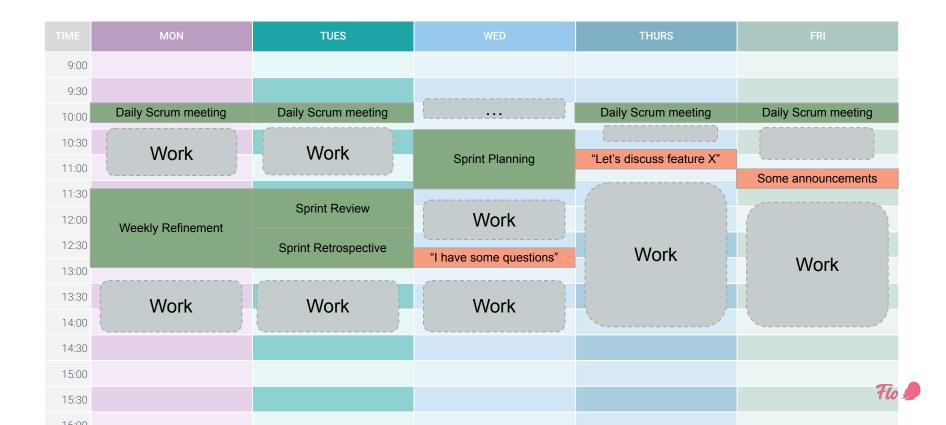
Laker, B., et al. (2022). The Surprising Impact of Meeting-Free Days. MIT Sloan Management Review. Microsoft Study: Rintel, S., et al. (2021). A guide to having better remote meetings by being more intentional. The New Future of Work



Calendar improvement exercise

TIME	MON	TUES	WED	THURS	FRI
9:00					
9:30					
10:00	Daily Scrum meeting	Daily Scrum meeting		Daily Scrum meeting	Daily Scrum meeting
10:30					
11:00			Sprint Planning	"Let's discuss feature X"	Some announcements
11:30					
12:00	Weekly Refinement	Sprint Review			
12:30		Sprint Retrospective	"I have some guestions"		
13:00			"I have some questions"		
13:30					
14:00					
14:30					
15:00					
15:30					Flo
16:00					

Work slots



So what can we do?

TIME	MON	TUES	WED	THURS	FRI
9:00					
9:30					
10:00	Daily Scrum meeting	Daily Scrum meeting		Daily Scrum meeting	Daily Scrum meeting
10:30					
11:00			Sprint Planning	"Let's discuss feature X"	Some announcements
11:30					Some announcements
12:00	Weekly Refinement	Sprint Review			
12:30		Sprint Retrospective	"I have a second se		
13:00			"I have some questions"		
13:30					
14:00					
14:30					
15:00					
15:30					Flox
16.00					

So what can we do?

TIME	MON	TUES	WED	THURS	FRI
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9:30					
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10:30	Daily Refinement	Daily Refinement		Daily Refinement	Daily Refinement
11:00			Sprint Planning		
11:30					
12:00		Sprint Review			
12:30		Sprint Retrospective			
13:00					
13:30					
14:00					
14:30					
15:00					
15:30					Flo
16.00					

So what can we do?

TIME	MON	TUES	WED	THURS	FRI
9:00					
9:30					
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10:30	Daily Refinement	·	Sprint Planning		Daily Refinement
11:00		Sprint Retrospective			
11:30		Daily Refinement		~	
12:00					
12:30				No Meeting Day	
13:00				Day	
13:30					
14:00					
14:30					
15:00					
15:30					Flo
16.00					

Now there's more time for focused work



2. Alignment

What do I mean by that?

Image: Shared Goals and Objectives

💬 Effective Communication Protocols

🐞 Unified Work Processes

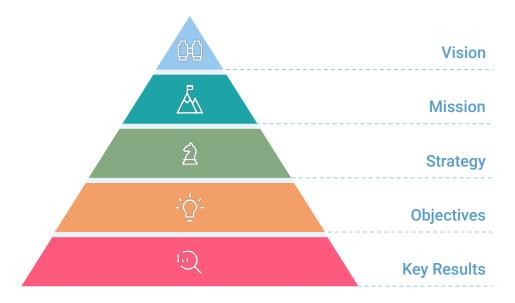
💝 Cultural and Value Alignment

S Regular Feedback Loops

Start with "Why"

The Why, How and What

of Objectives and Key Results (OKRs)



Why does the company exist?

What's our approach?

What concrete actions can we take to fulfil our vision and mission

What do we want to focus on in the near future?

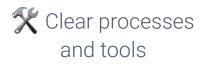
How will we know we've achieved our objective

Define the "How"











Communication protocols

Img source: <u>atlassian</u>, <u>licdn</u>

Foster Team Bonding



Build relations



Feedback loops



Cultural Differences

"Whether you are sitting at a desk in Boston or eating at a restaurant in Beijing. communicating across cultures is the great challenge of the global economy... Etin Meyer shows you how to get it right in this yery important book." -DES DEARLOYE and STUART CRAINER, Founders of the Thinkers50 THE **CULTURE** MAP **DECODING HOW PEOPLE THINK**, LEAD, AND GET THINGS DONE ACROSS CULTURES ERIN MEYER

ERIN MEYER

ACROSS CULTURES

Flo 🎾

3. Autonomy

Why is Autonomy important for remote teams?

🕵 Micromanaging is harder

✓ Maximized productivity¹

Reduced stress, enhanced wellbeing²

Sources:

¹ Johannsen R, Zak PJ. Autonomy Raises Productivity: An Experiment Measuring Neurophysiology. Front Psychol. 2020 May 15;11:963. doi: 10.3389/fpsyg.2020.00963. PMID: 32499744; PMCID: PMC7243795.

² Zeuge A, Lemmer K, Klesel M, Kordyaka B, Jahn K, Niehaves B. To be or not to be stressed: Designing autonomy to reduce stress at work. Work. 2023;75(4):1199-1213. doi: 10.3233/WOR-220177. PMID: 36744355; PMCID: PMC10473107.

Accountability and ownership

Product Manager	Accountable within the company
Feature Owner	Accountable within the team
Product Team	Responsible









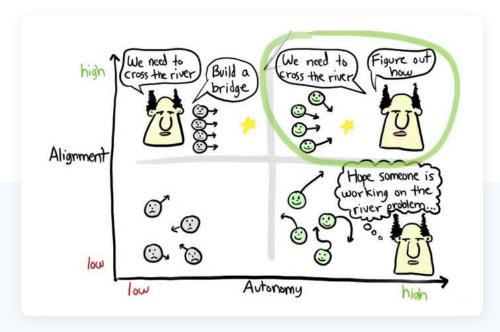


Img source: <u>atlassian</u>, <u>licdn</u>

Safe space for making mistakes



Autonomy & Alignment



Source: orgtopologies

Act 3: Summary

(or The Takeaways)

You need to:

- Give a lot of time and space for focused, async work
- Ensure the goals and processes are clear
- Trust, empower, delegate

And always remember...



The End



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