Unlocking the Power of Remote Teams

Lessons from the trenches

Dawid Stronczak

Who am I?

Dawid Stronczak

- 13 👩‍💻 9 👨‍💼 4 🏡

- Former Site Leader of Glovo Warsaw Tech Hub 🌐

- Behind the scenes of a mobile app with over 65 million Monthly Active Users (Flo Health) 📱
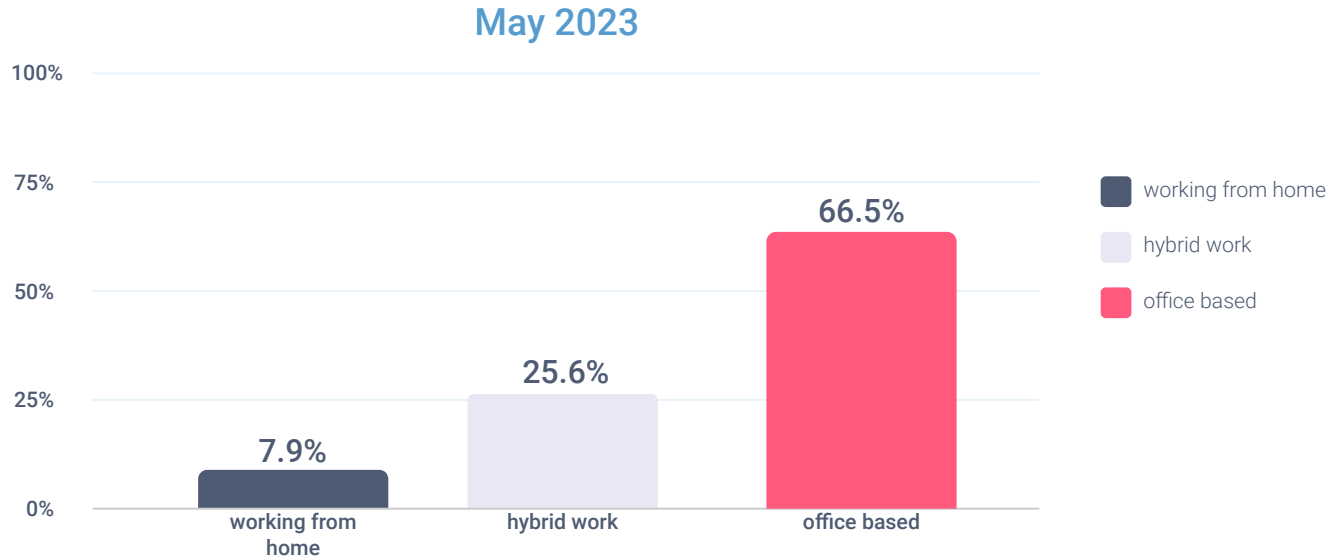
- Improv acting + management = 💛

MOTOROLA SOLUTIONS

Sabre

Glovo

GUIDEWIRE

Flo

Flo

What is remote work?

Expectations

Reality

Flo

Work model distribution

100%

75%

66.5%

50%

25.6%

25%

7.9%

0%

working from home

hybrid work

office based

■ working from home

■ hybrid work

■ office based

Source: wfhresearch

Flo

Do we like it?

81.4%

✋

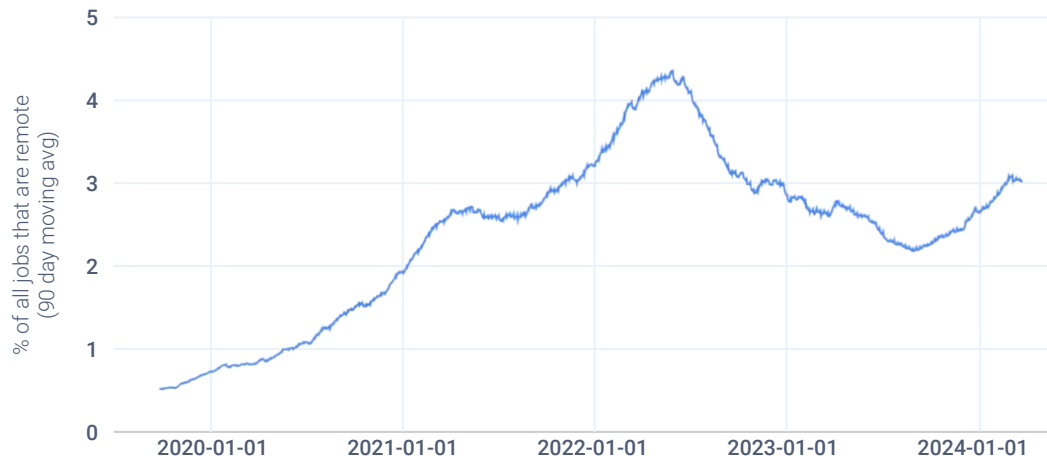of workers want to work remotely
at least some of the time

Flo 🖌

What's ahead?

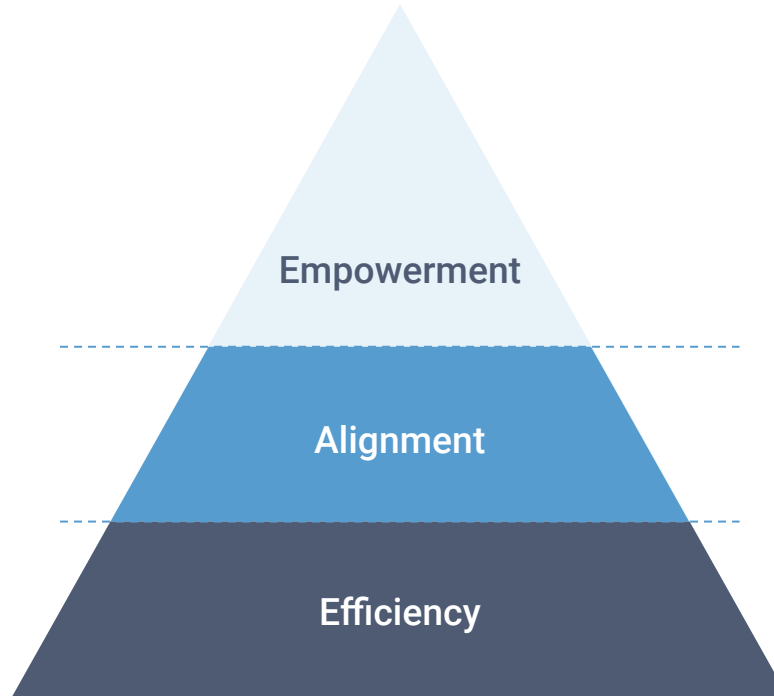## Percentage of job postings listed as "Remote" over time (globally)

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

Source: bloomberry.com

Unlocking the Power of Remote Team in 3 Steps

Empowerment

Alignment

Efficiency

Flo

1. Efficiency

Remote = better focus?

+22%

🧘
more focus time

-18%

😵‍💫
less interruptions

Flo

We've all been there...

"We need to do..."

"Let's plan a meeting"

"We're gonna need another meeting"

"There are too many meetings"

"We need a meeting to solve this"
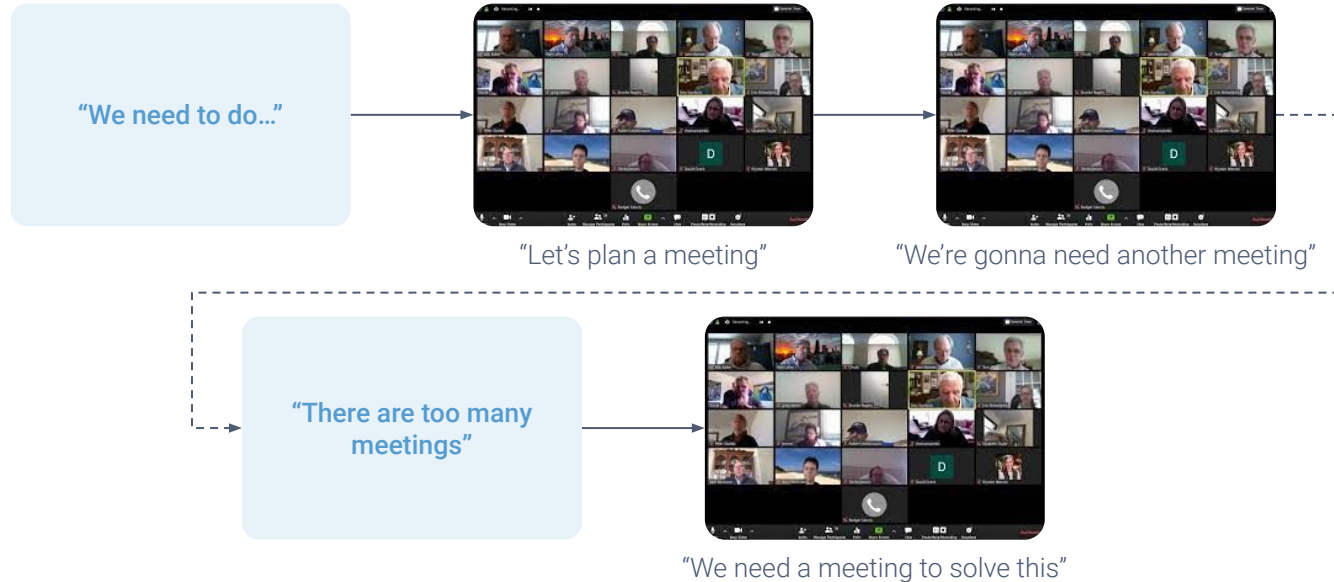
Img source: technology

Flo

"Maker" schedule vs "Manager" schedule

Ideal Schedule

	Manager	Maker
9:00am		
10:00am		
11:00am		
12:00pm		
1:00pm	?	?
2:00pm		
3:00pm		
4:00pm		
5:00pm		

Actual Schedule

	Maker
9:00am	
10:00am	
11:00am	
12:00pm	
1:00pm	?
2:00pm	
3:00pm	
4:00pm	
5:00pm	

Img source: nuclino

Flo

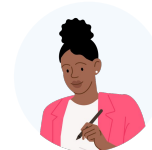# Other distractions

Jason 1:55 PM

Hey!

Alex 1:57 PM

Hey!

Jason 1:58 PM

So, I found a bug. How do I report it?

Flo

Interruptions have a cost

+40%

😫

frustration
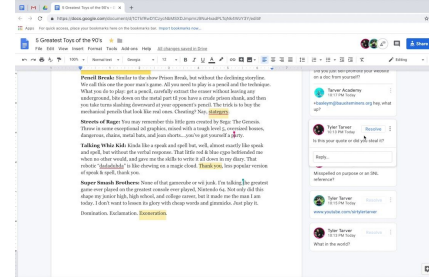increase

+35%

😫

stress
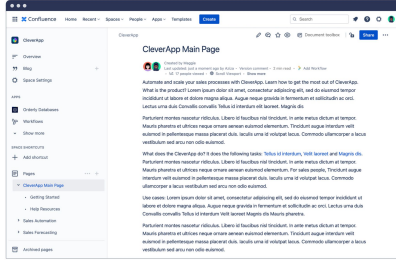increase

23 minutes

⌛

time taken to get back to the
interrupted task

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.

Flo 🪶

Async over Sync

📄 Knowledge Base

🔍 Async Review
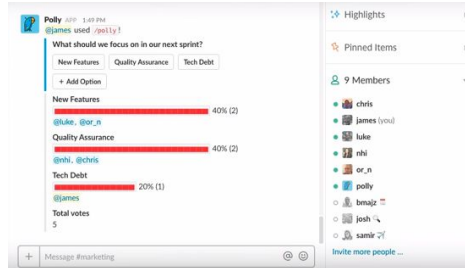
⚖️ Async decision making

💬 Use Slack for async comms

Flo 🦋

What about the meetings?

📝 Require clear agenda and meeting goal

🕐 Respect the timebox

👥 Select relevant participants

🎲 Avoid ad hoc meetings

🧱 STACK🧱 YOUR🧱 MEETINGS🧱 TOGETHER

🛑 No meeting days

Flo 🪶

No-meeting days

Having just one means...

+62%

👤

increased
Autonomy

28%

🗣️

increased
Engagement

75%

❤️

of workers liked them

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

Flo 🥊

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		
11:30				"Let's discuss feature X"	
12:00					Some announcements
12:30	Weekly Refinement	Sprint Review			
13:00					
13:30		Sprint Retrospective			
14:00			"I have some questions"		
14:30					
15:00					
15:30					
16:00					
16:30					

Flo

Work slots

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	Work	Work	Sprint Planning	…	…
11:00					
11:30				"Let's discuss feature X"	
12:00	Weekly Refinement	Sprint Review	Work	Work	Some announcements
12:30					Work
13:00					
13:30		Sprint Retrospective			
14:00			"I have some questions"		
14:30	Work	Work	Work		
15:00					
15:30					
16:00					
16:30					

Flo

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		
11:30				"Let's discuss feature X"	
12:00					Some announcements
12:30	Weekly Refinement	Sprint Review			
13:00					
13:30		Sprint Retrospective			
14:00			"I have some questions"		
14:30					
15:00					
15:30					
16:00					
16:30					

Flo

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	Daily Refinement	Daily Refinement		Daily Refinement	Daily Refinement
11:00			Sprint Planning		
11:30			Sprint Planning		
12:00					
12:30		Sprint Review			
13:00		Sprint Review			
13:30		Sprint Retrospective			
14:00		Sprint Retrospective			
14:30					
15:00					
15:30					
16:00					
16:30					

Flo

So what can we do?

TIME	MON	TUES	WED	THURS	FRI
9:00					
9:30					
10:00	Daily Scrum meeting	Sprint Review	Sprint Planning		Daily Scrum meeting
10:30	Daily Refinement				Daily Refinement
11:00		Sprint Retrospective			
11:30					
12:00		Daily Refinement			
12:30				❤️ No Meeting Day	
13:00					
13:30					
14:00					
14:30					
15:00					
15:30					
16:00					
16:30					

Flo

Now there's more time for focused work

Summary:

- Give a lot of time and space for focused, async work

- Minimize interruptions

- Adjust the calendar

Flo

The End

Download Slides

(https://improvyourlead.com/materials/)

Linkedin

(https://linkedin.com/in/dawidstronczak/)

Contact me

(https://improvyourlead.com/contact-me/)

Flo