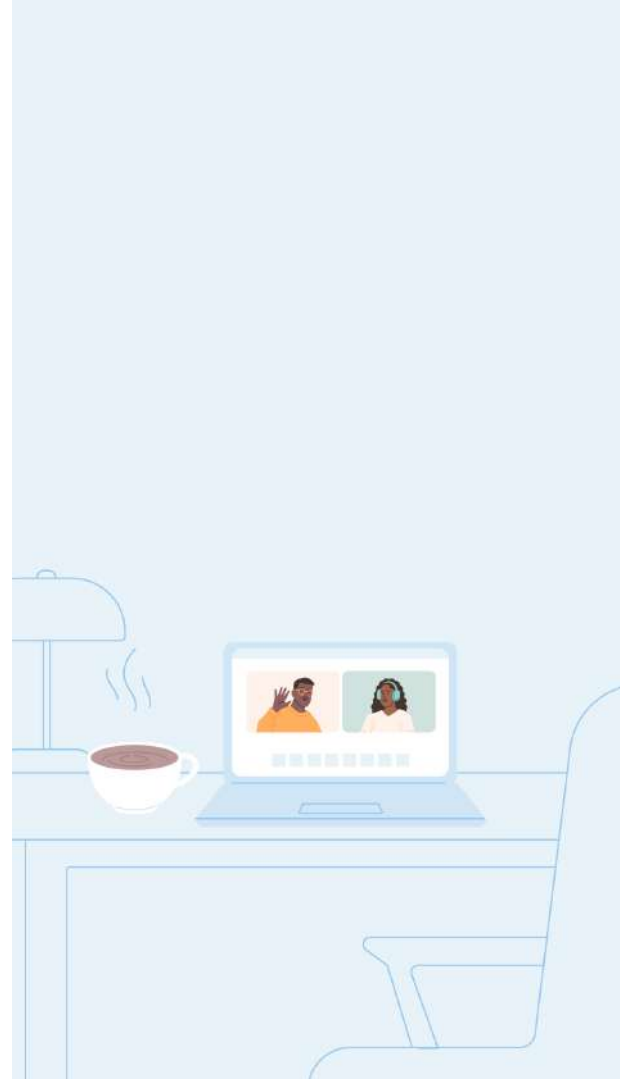




Unlocking the Power of Remote Teams

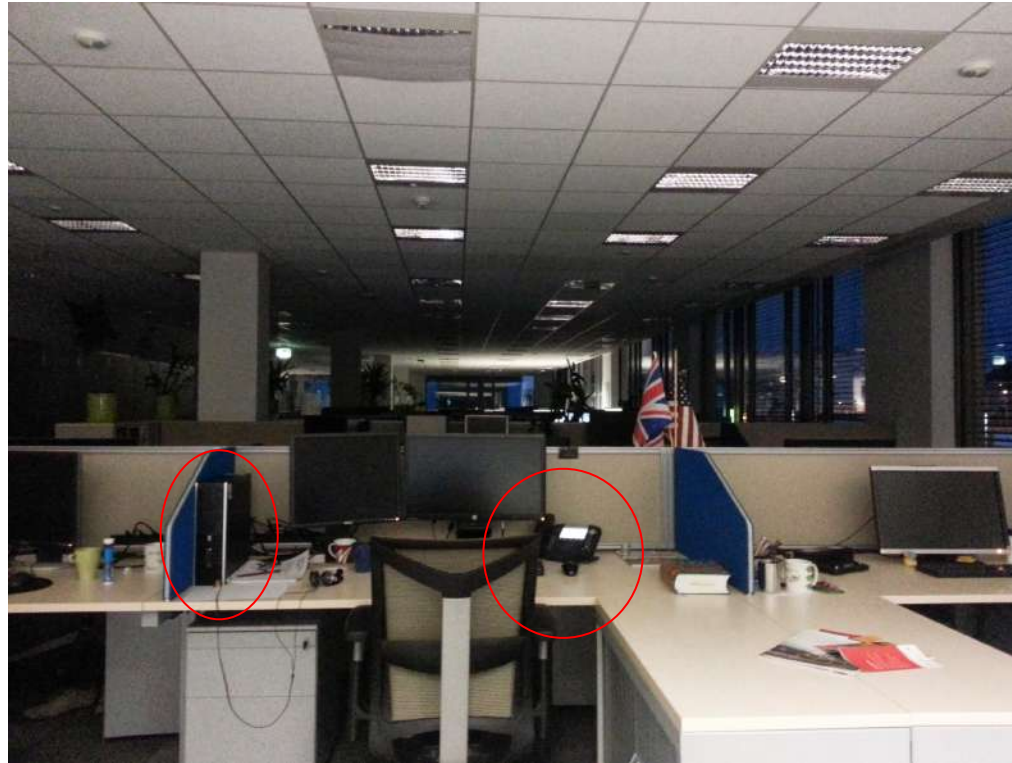
Lessons from the trenches

Dawid Stronczak

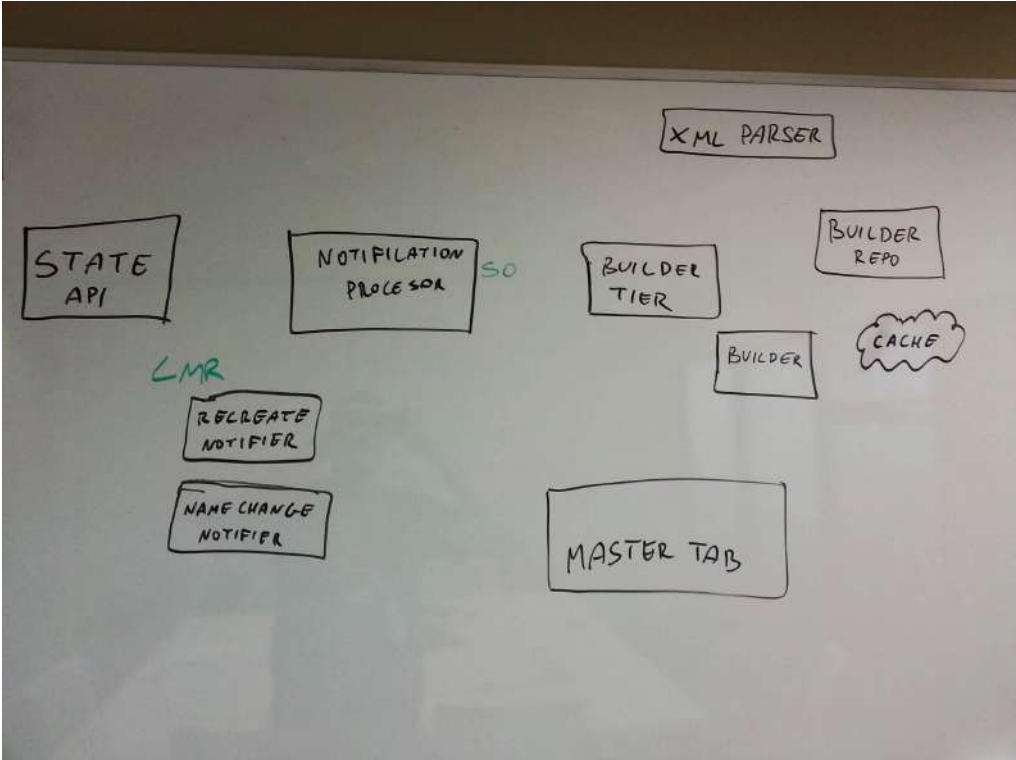




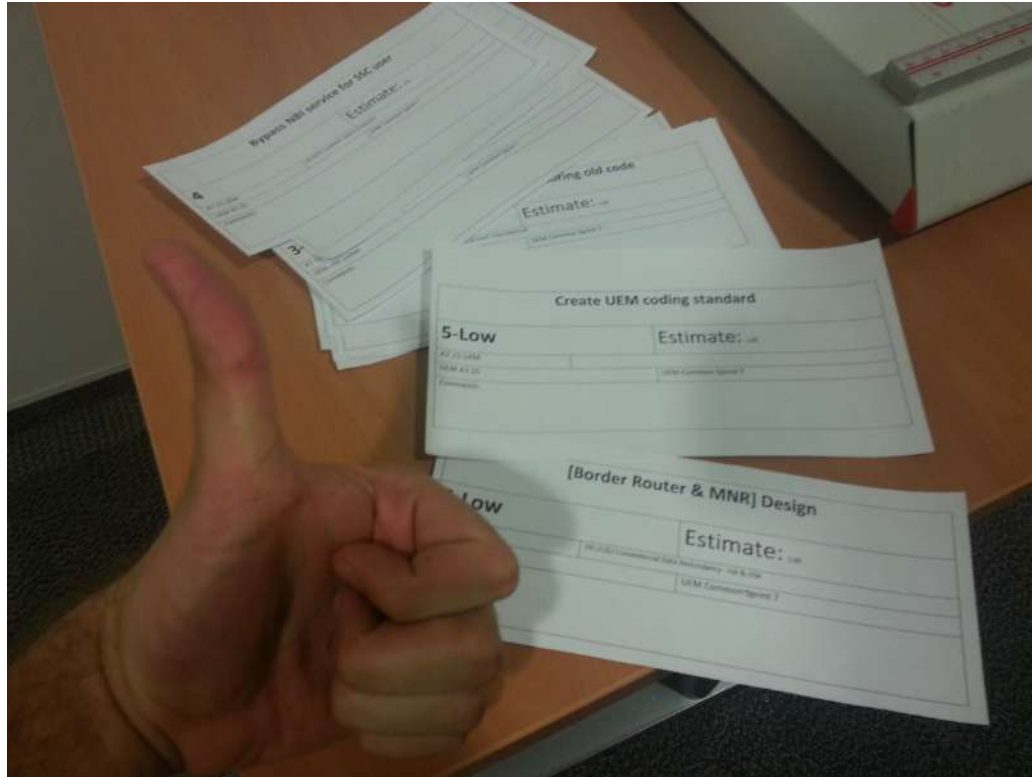
Work computers



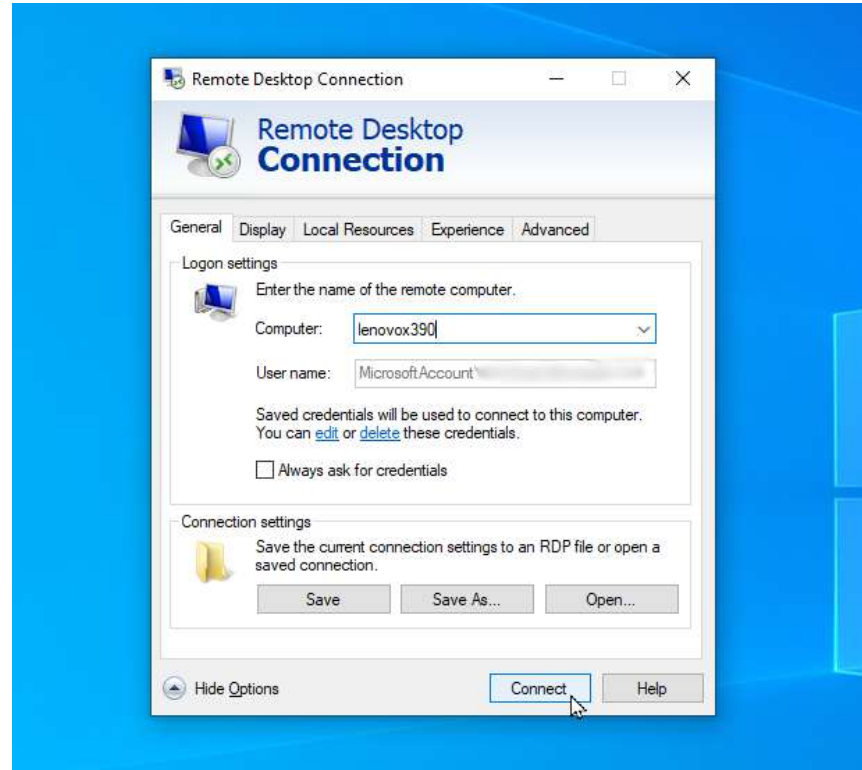
Design sessions



Handling tickets






Remote work



Who am I?

  Dawid Stronczak



- 13 
- 9 
- 4 

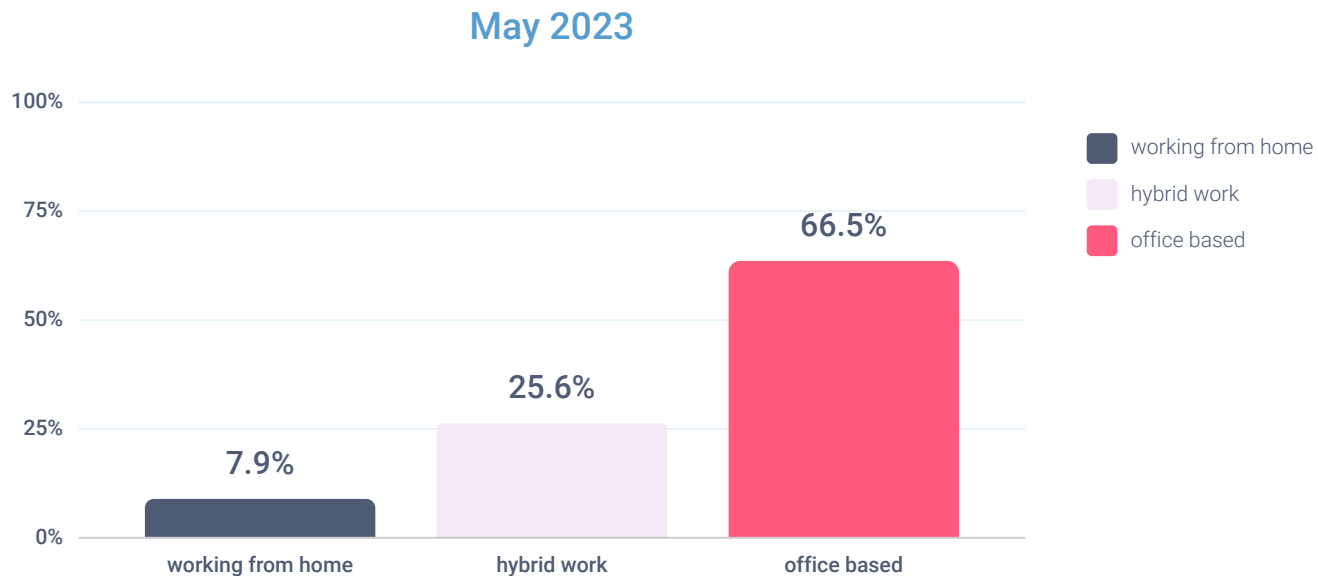


Why are you here?

How many of you...



In reality...



Source: [wfhresearch](https://www.wfhresearch.com)

Do you like working remotely?

How many of you...



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



The Hunter-Gather Age

Humans are nomadic and roam the land for food and shelter.



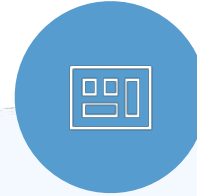
The Agricultural Age

The introduction of agriculture gives rise to location-dependent settlements.



The Industrialization Age

Industrialization leads to mass migration to cities where jobs are available.



The Information Age

The emergence of Knowledge economy means even greater centralization of wealth in metropolitan hubs.

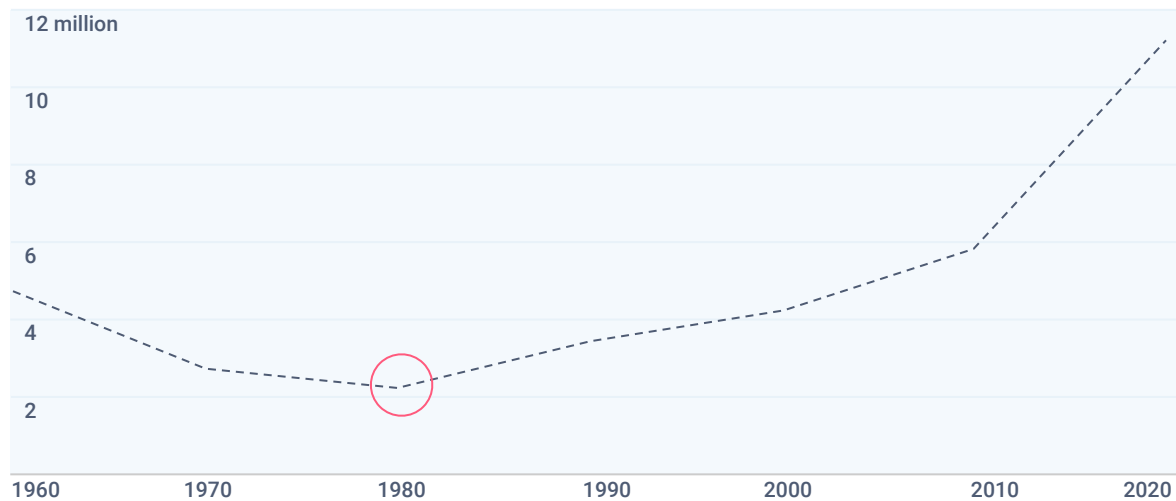


The Remote-First Age

Technological innovation and globalization enables citizens across the world to acquire in-demand skills and work anywhere.

Before the pandemic

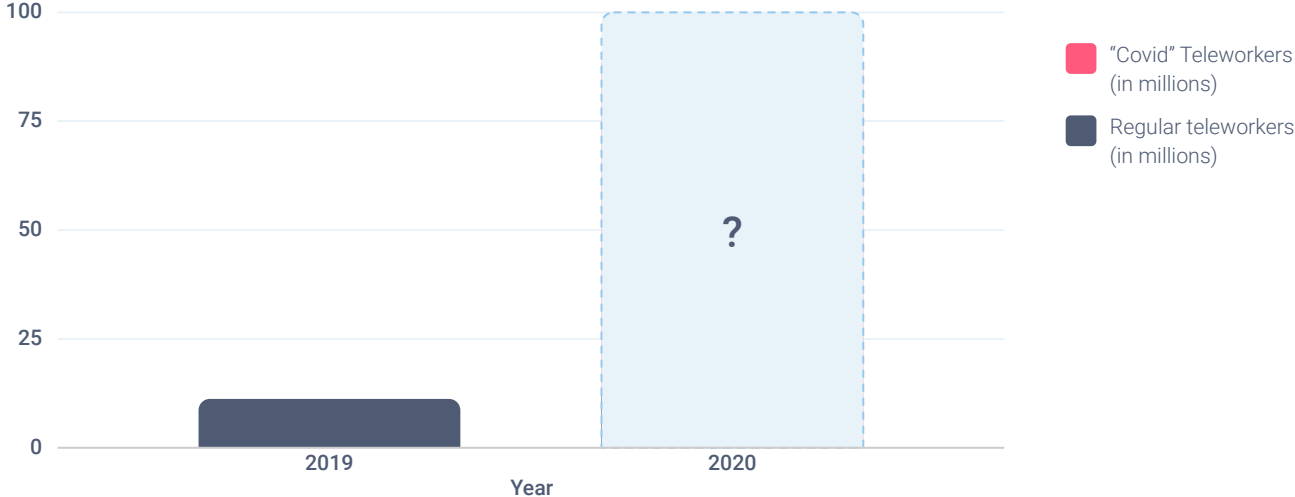
us employees working from home by year



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

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

February 22, 2023 | Kathryn Mayer

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.

BY JANE DIER

March 20, 2023 at 5:54 PM EDT



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

Zoom orders workers back to the office

7 August 2023

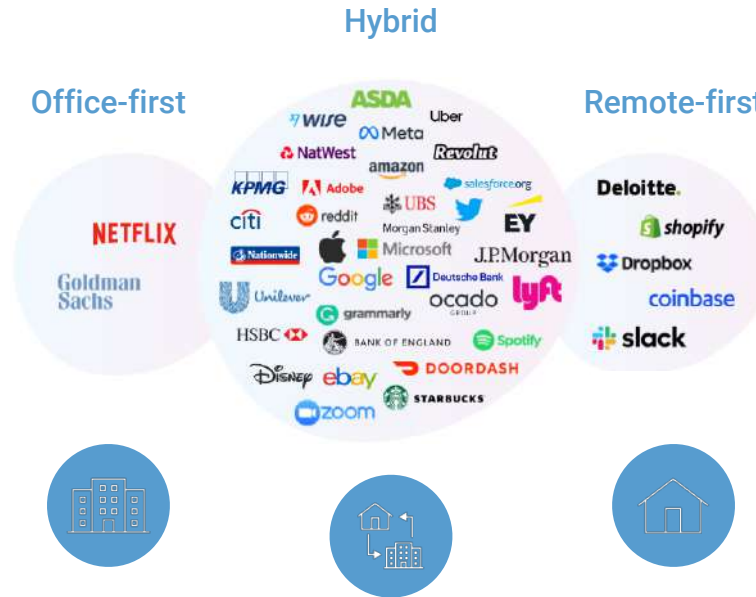
 Share

TECH

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

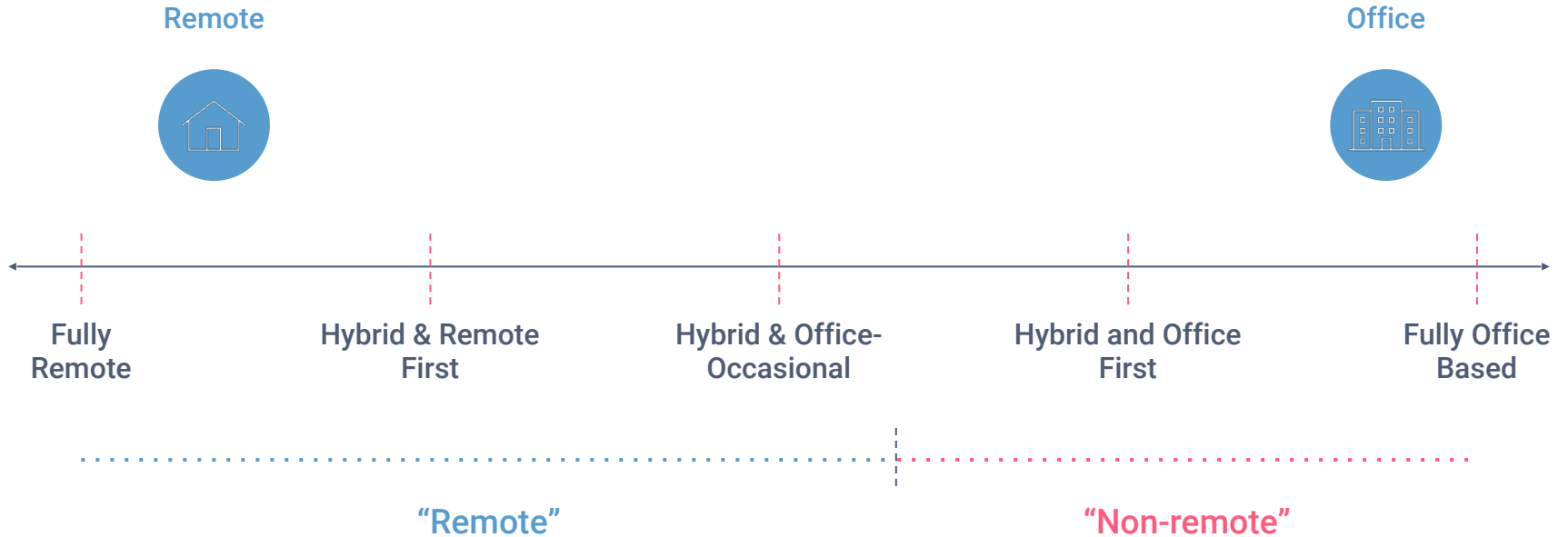
PUBLISHED THU, JUN 1 2023-8:38 PM EDT | UPDATED THU, JUN 1 2023-9:09 PM EDT

Workplace strategies in tech - 2024



Source: [hubblehq](https://www.hubblehq.com/)

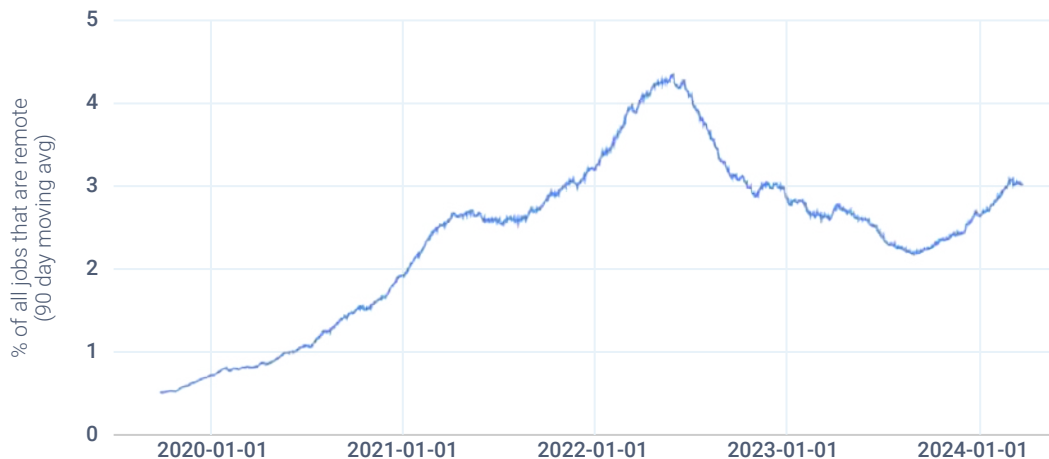
The Remote Continuum: From Home to HQ



What's ahead?

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

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

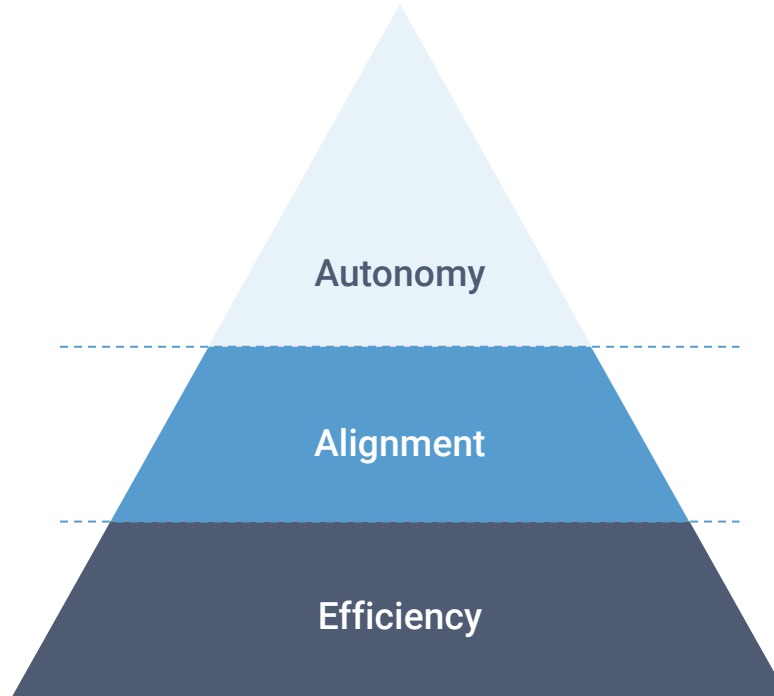


Source: [bloomber.com](https://www.bloomber.com)

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

+22%



more focus time

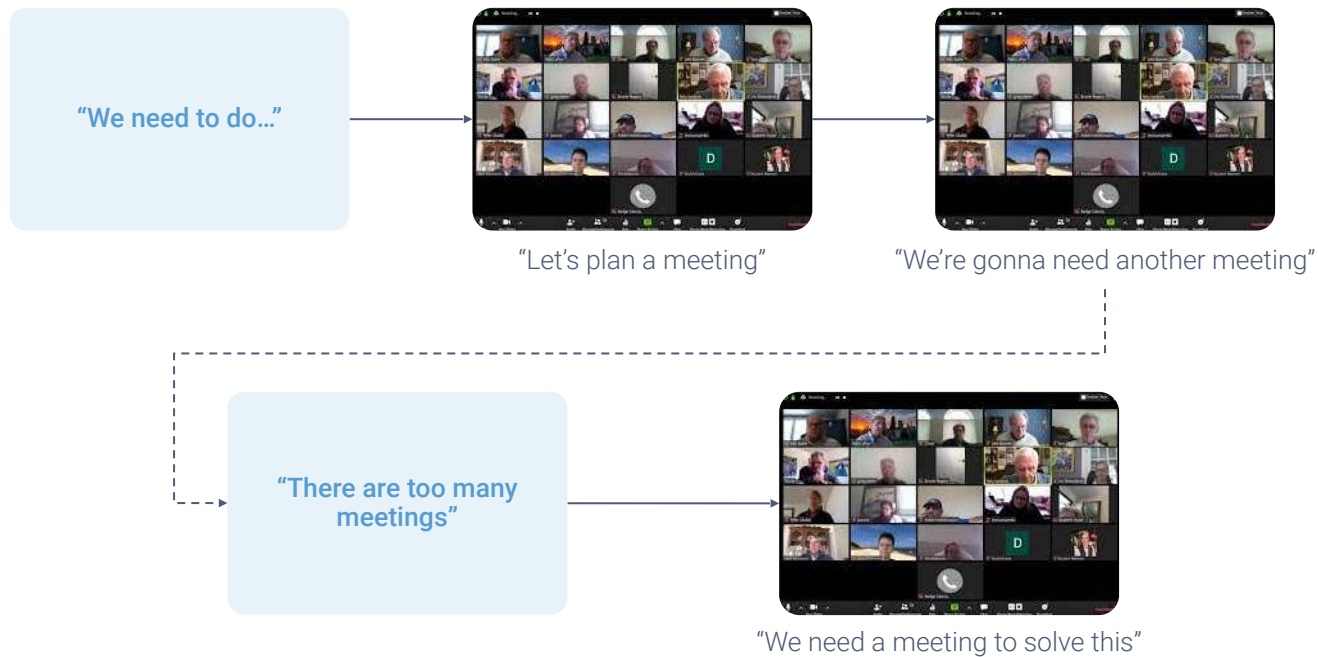
-18%



less interruptions

Source:
hubstaff.com

Unless...



Img source: [technology](#)

“Maker” schedule vs “Manager” schedule

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

Img source: [nuclino](https://www.nuclino.com)

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?

Interruptions have a cost

+40%



frustration
increase

+35%



stress
increase

23 minutes



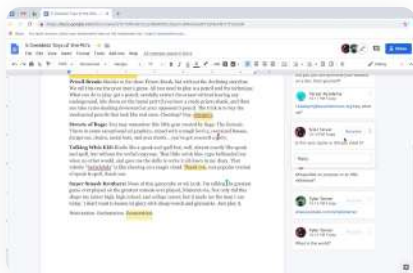
time taken to get back to the
interrupted task

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.

Async workflows




 Knowledge base




 Async Review



 Async decision making



 Slack for async comms

Img source: [k15t](#), [yting](#), [tetra](#), [slack](#)

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

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



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

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


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

So what can we do?

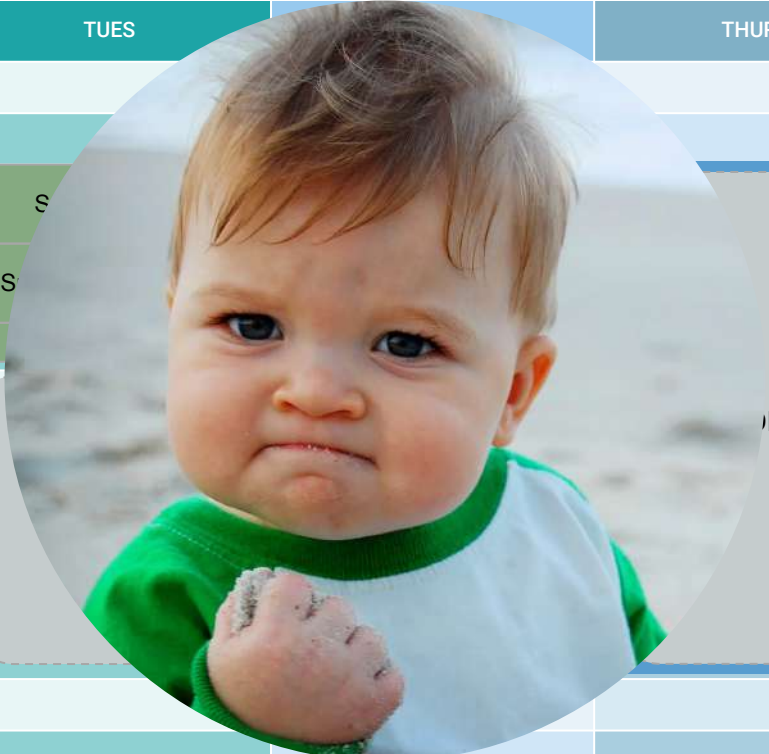
TIME	MON	TUES	WED	THURS	FRI
9:00					
9:30					
10:00	Daily Scrum meeting	Daily Scrum meeting		Daily Scrum meeting	Daily Scrum meeting
10:30	Daily Refinement	Daily Refinement	Sprint Planning	Daily Refinement	Daily Refinement
11:00					
11:30		Sprint Review			
12:00					
12:30		Sprint Retrospective			
13:00					
13:30					
14:00					
14:30					
15:00					
15:30					
16:00					

So what can we do?

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

Now there's more time for focused work

TIME	MON	TUES	THURS	FRI
9:00				
9:30				
10:00	Daily Scrum meeting	S		Daily Scrum meeting
	Daily Refinement			Daily Refinement
10:30		S		
11:00				
11:30				
12:00	Work		ork	Work
12:30				
13:00				
13:30				
14:00				
14:30				
15:00				
15:30				
16:00				



2. Alignment

What do I mean by that?

 Shared Goals and Objectives

 Effective Communication Protocols

 Unified Work Processes

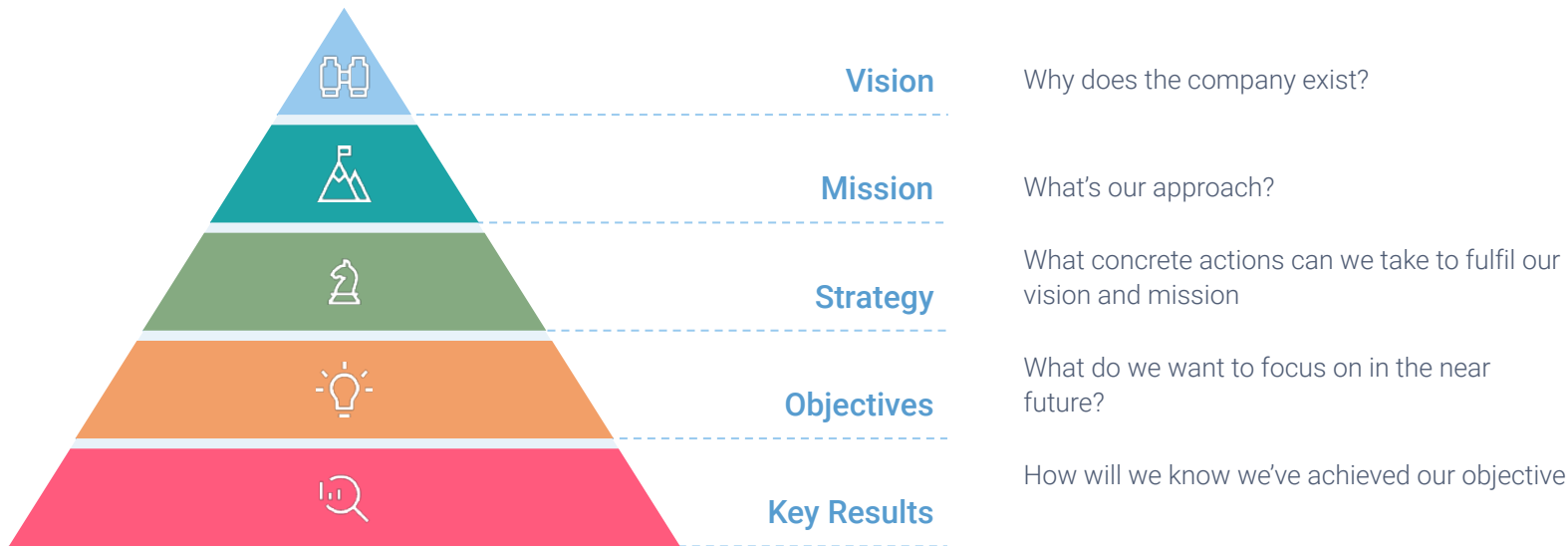
 Cultural and Value Alignment

 Regular Feedback Loops

Start with “Why”


The Why, How and What

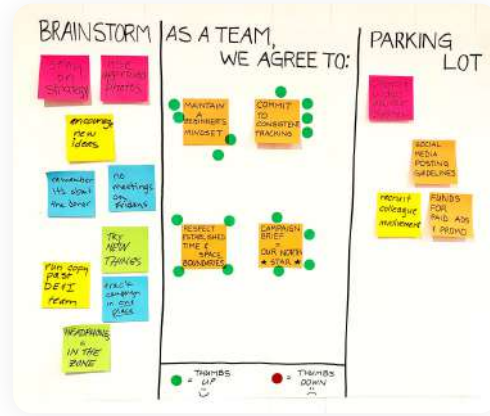
of Objectives and Key Results (OKRs)



Define the “How”



 Clear processes and tools



 Team Agreement doc



 Communication protocols

Img source: [atlassian](https://atlassian.com), [licdn](https://licdn.com)

Foster Team Bonding



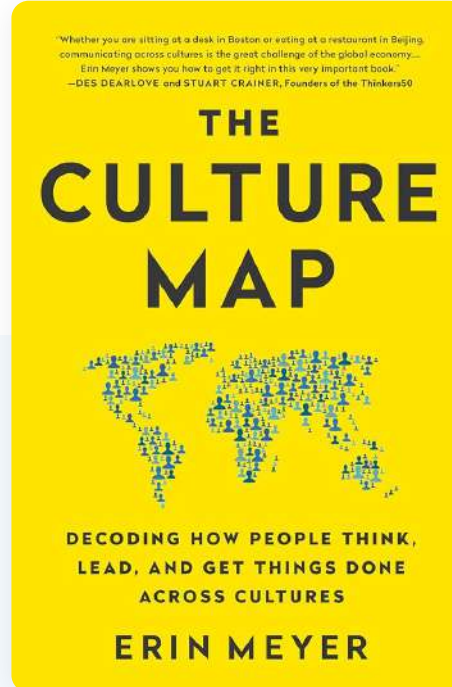
Build relations



Feedback loops



Cultural Differences



3. Autonomy

Why is Autonomy important for remote teams?



Micromanaging is harder



Maximized productivity¹



Reduced stress, enhanced wellbeing²

Sources:

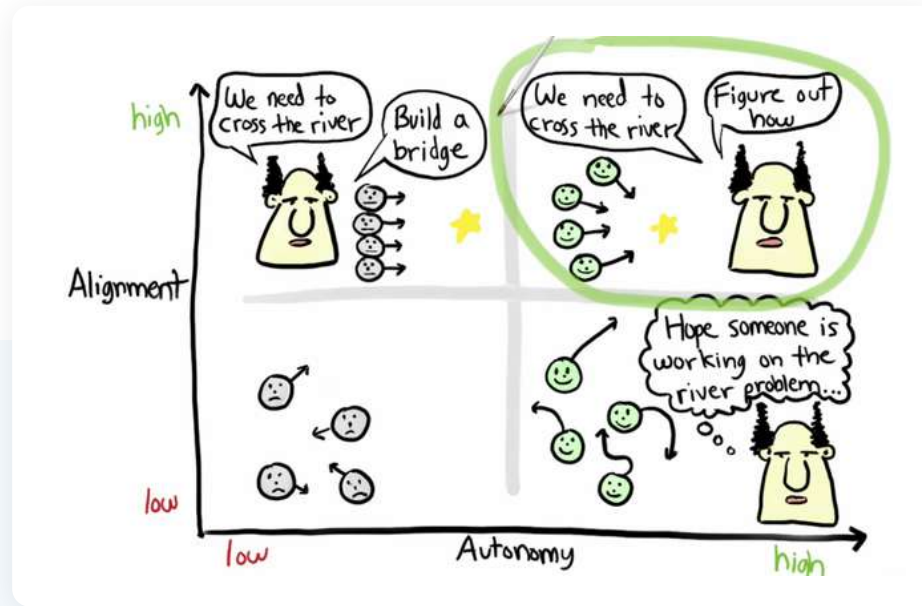
¹ Johannsen R, Zak PJ. Autonomy Raises Productivity: An Experiment Measuring Neurophysiology. Front Psychol. 2020 May 15;11:963. doi: 10.3389/fpsyg.2020.00963. PMID: 32499744; PMCID: PMC7243795.

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.

Safe space for making mistakes



Autonomy & Alignment



Source: [orgtopologies](http://orgtopologies.com)

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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