



Creating connection with a dispersed workforce

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Remote work is
attractive...but hard
to get right



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No More WFH: Goldman Sachs Asks Employees To Return To Office 5 Days A Week — And It's Not Alone

CNBC

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TECH

Amazon tells employees to return to office five days a week

PUBLISHED MON, SEP 16 2024 1:35 PM EDT | UPDATED MOMENTS AGO

Annie Palmer @ANNIEPALMER

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A screenshot of a CNBC news article. The article title is "Amazon tells employees to return to office five days a week". The author is Annie Palmer. The article was published on Monday, September 16, 2024, at 1:35 PM EDT. The article is categorized under "TECH". There are social media share icons for Facebook, X, LinkedIn, and Email.

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Elon Musk and Jamie Dimon could be winning the remote work war as the rank and file admit they're more productive in the office. Now they have to want to go in

BY JANE THIER
January 6, 2024 at 10:00 PM GMT+8

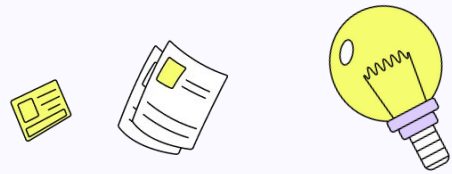




Remote was founded in 2019 with
a small team and zero customers
in zero countries

Today:

- 1,800 employees in 85+ countries
- \$3B valuation
- “Remote” is in our DNA
- ~~Physical office~~



Over the next 20 minutes

I am going to show you...

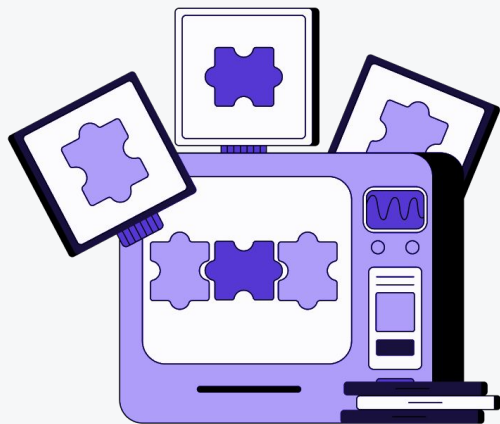


1
Async work — the what, why, and how

2
Tips for building culture and connection

3
Managing productivity

What does it mean to work async?



Team members **do not need to be online simultaneously**



Allowing workers to organize their tasks, **aligned with their own timetables**



Creating processes that **allow employees to work autonomously**

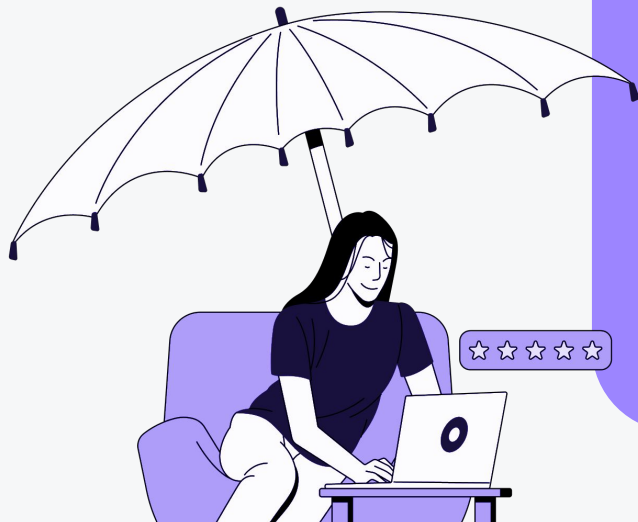


Communication is **not expected to be immediate**



Individuals can maximize their productivity **without waiting for others to complete tasks**

The benefits of async work



A small and non-exhaustive list:

- Fewer, higher quality meetings
 - Good news: high performers and self-motivated employees are most attracted to this.
- Work across time zones
- No interruptions
- Work-life balance



Building trust with communications

- ✓ **Communicate transparently**
Async comms (Slack messages, emails) need to be 10 times stronger
- ✓ **Default to public channels**
Keeps everyone, regardless of teams, on the same page and reduces silos
- ✓ **Documentation**
Lets employees fetch relevant information and get up to speed self-serve
- ✓ **Have 1-to-1s beyond “work chat”**
Great way to foster connection and learn more about each other



TRANSPARENCY



INTENSITY



CARE



INNOVATION



EXCELLENCE

Connect back to Values

- Values need alignment across organization
- Remote's public handbook shows how we work
- Clear examples of actions that are and aren't in line with our values

Remote Handbook

Home Search

Welcome to Remote's public handbook! This section of our handbook is publicly available to support all our internal employees, other remote first companies, and candidates wondering what it's like to work at Remote. We are continuously adding new content, but if there is something you can't find here, don't hesitate to reach out to people@remote.com to see if we can add an additional topic or to advocate for a new public page. Hope you enjoy reading this as much as we like being transparent about it! 🙌

Note: This handbook is public. Do not add any personal or confidential information to it.

Remote is a global company. We do not have an office anywhere in the world. We are also not a corporate or traditional company whatsoever. We are a modern tech and product tech company with a people-first approach. We have operationalized our Values, and we use these in everything we do day to day. Learn more by viewing all the different areas of this public handbook.

This handbook applies to *internal* employees of Remote. If you're employed through Remote for one of our amazing clients, you should follow what is in your contract and what your actual employer directs you to do.

Examples of our Values and what it looks like



CARE

Remoters care about every action they take at work and in their communication and decision-making

What it looks like:

- Give feedback to help someone grow
- Deeply understand needs and goals of customers

Anti-behavior:

- Not being open to receiving or giving feedback
- Ignoring a customer's struggle or engaging enough to learn more



INNOVATION

Take the initiative, lead from the front, and push the boundaries

What it looks like:

- Innovate on our product stacks
- Demonstrate a curious mindset

Anti-behavior:

- Resistance to change
- Excessive bureaucracy or decision-making processes



TRANSPARENCY

Be clear about what you are doing, how you are doing something and why you are doing something

What it looks like:

- Always default to working in public
- Don't start private slack channels or conduct business there

Anti-behavior:

- Making decisions in private/silo
- Changing company or business goals with no update or insights shared

Practical steps to fostering social connections

When you work remotely, you have to be intentional about building relationships in your company



1. Virtual activities

- Scheduled activities like online trivia games and team movie screenings
- Virtual coffee chats
- Have virtual channels for non-work discussions can be useful — channels to discuss music, video games, pop culture, and so on

2. In-person meetups

- In-person connections can be facilitated through local meetups, allowing employees in the same area to meet and interact and even provide a budget for those

3. Celebrating achievements

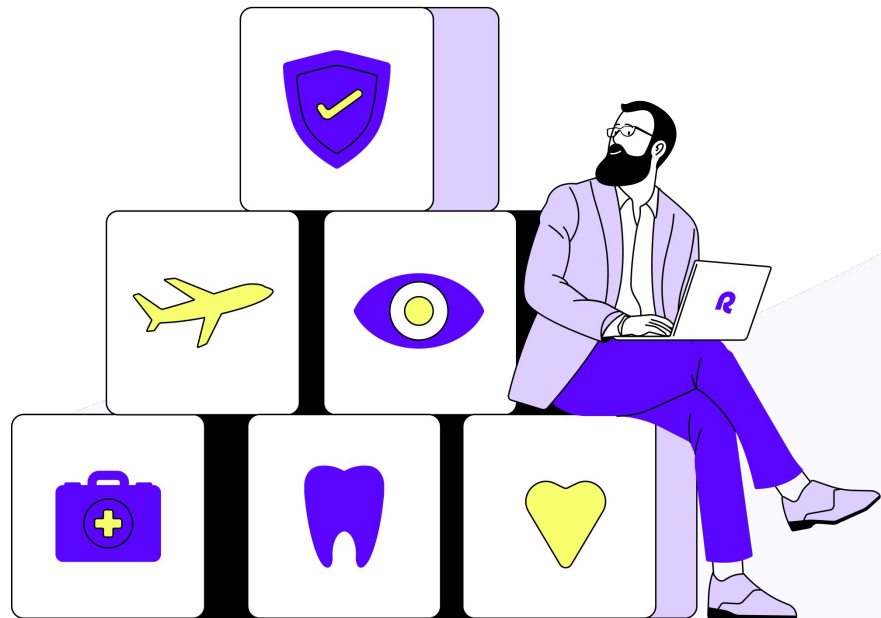
- Give public acknowledgments during team meetings - and make sure these are recorded and shared for those that could not attend
- Use company-wide announcements via email or internal communication platforms
- Recognition platforms can also be used to facilitate peer-to-peer recognition in a transparent and timely manner



Manage time zones

The only accepted time zone at Remote is **UTC (Coordinated Universal Time)**. Why?

1. No more need to Google other time zones
2. Not affected by Daylight Saving Time
3. Easily integrated with your calendar by default
4. No need to ask people where they are



Culture in a Remote environment isn't easy

// How do we stay productive and connected to each other?

With remote work and distributed teams, building a culture requires more active and intentional efforts and good leadership.



Managing productivity

Productivity looks different in a remote, async work environment



1. Time-blocking days

- Remember to set time for lunch
- Being protective of work time and free time is important.

2. Measuring output, not hours

- Remote managers in particular need to trust their teams
- It's about what you and your teams are creating, rather than how much time you spend in front of a computer

3. Focusing on 1 - 2 big things

- Doing less is more
- Despite how long your to-do list may be, start each day by identifying the highest impact thing and JUST do that



Bonus tip: Learn about your teams

Learn more about them and get to know their local norms

Know more about their culture

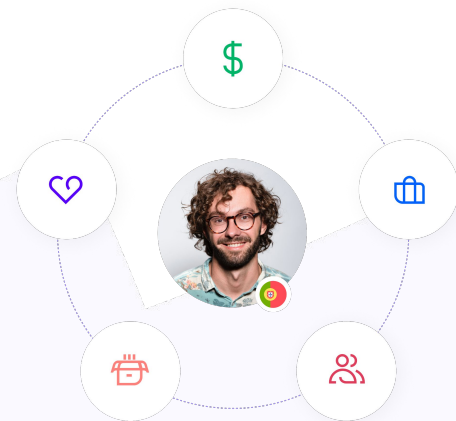
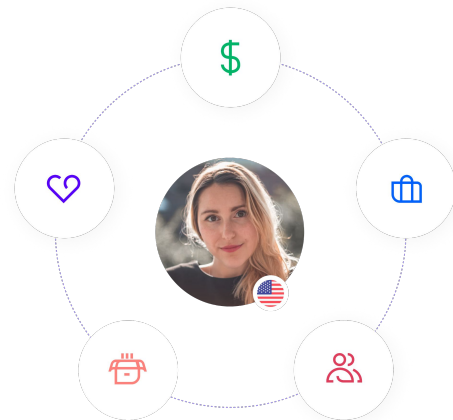
Get familiar with their local norms and the holidays they celebrate

Create more opportunities for intercultural comms

At Remote, we end our monthly all-hands meetings with a presentation from a Remoter about the country they live in

Local benefits and compensation

Don't default to a 'one-plan-fits-all' approach to benefits for global teams





Onboard



Hire

Remote is on a
mission to simplify
these challenges



Manage and pay

Manage everything from a modern, user-friendly HR platform



Employer of Record (EOR)

Hire globally without legal entities

Fully-compliant employment with self-serve onboarding, benefits, equity, time off, expenses, and more.



Contractor Management

Make contractors a part of your team

Create localized contracts and manage invoices and payments for contractors around the world.



Global Payroll

Consolidate payroll processing

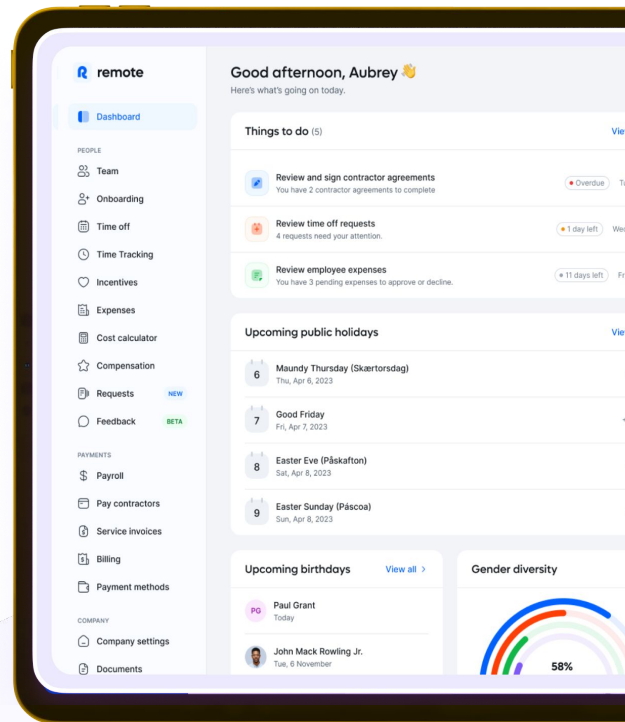
Quickly and easily pay employees and contractors on time in their local currency.



Remote Talent

Find high-quality candidates

Access top-tier professionals from every corner of the globe, expanding your hiring reach instantly



Over the last 20 minutes

I showed you...

THE POWER OF ASYNC WORK

- ✓ Let people choose when they want to work
- ✓ Hold fewer, higher quality meetings
- ✓ No interruptions for higher quality work

BUILDING TRUST WITH COMMUNICATIONS

- ✓ Communicate transparently
- ✓ Document everything
- ✓ Have 1:1s beyond "work chat"

WAYS TO FOSTER SOCIAL CONNECTIONS

- ✓ Virtual activities
- ✓ In-person meetups
- ✓ Celebrating achievements

Remote makes global employment simple

Any questions?
We'd love to talk!

