Creating connection with a dispersed workforce

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Remote work is attractive…but hard to get right

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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

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What does it mean to work async?
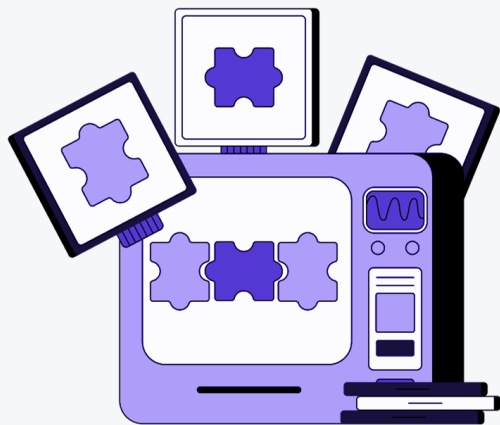
- Team members **do not need to be online simultaneously**

- 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
- Work across time zones
- No interruptions
- Work-life balance

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Building trust with communications

- ⊘ **Communicate transparently**

- ⊘ **Default to public channels**

- ⊘ **Documentation**

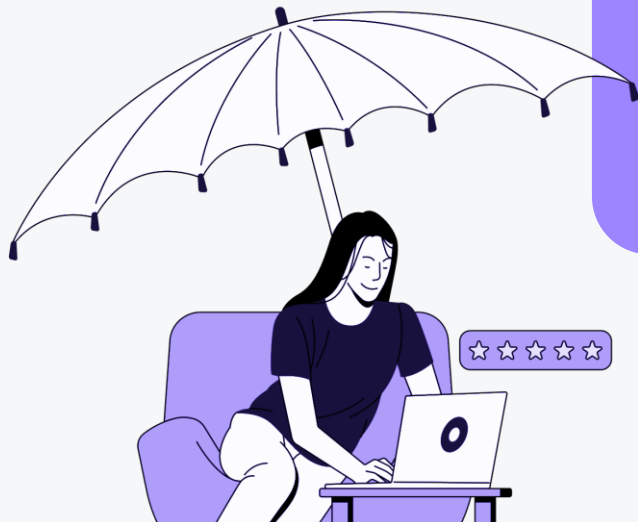- ⊘ **Have 1-to-1s beyond "work chat"**
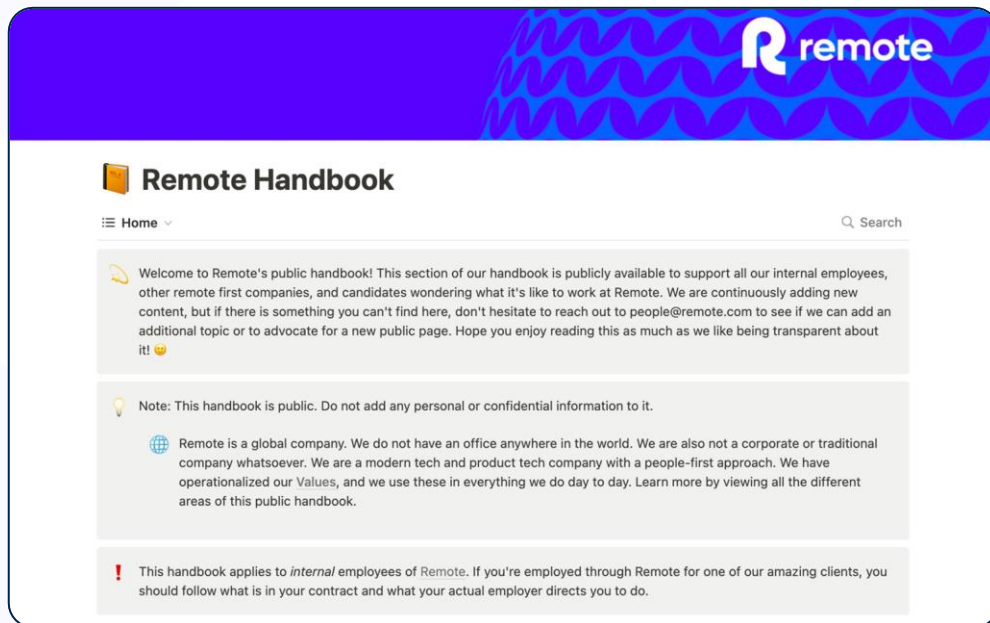
TRANSPARENCY

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.

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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

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Practical steps to fostering social connections

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

1. **Virtual activities**

2. **In-person meetups**

3. **Celebrating achievements**
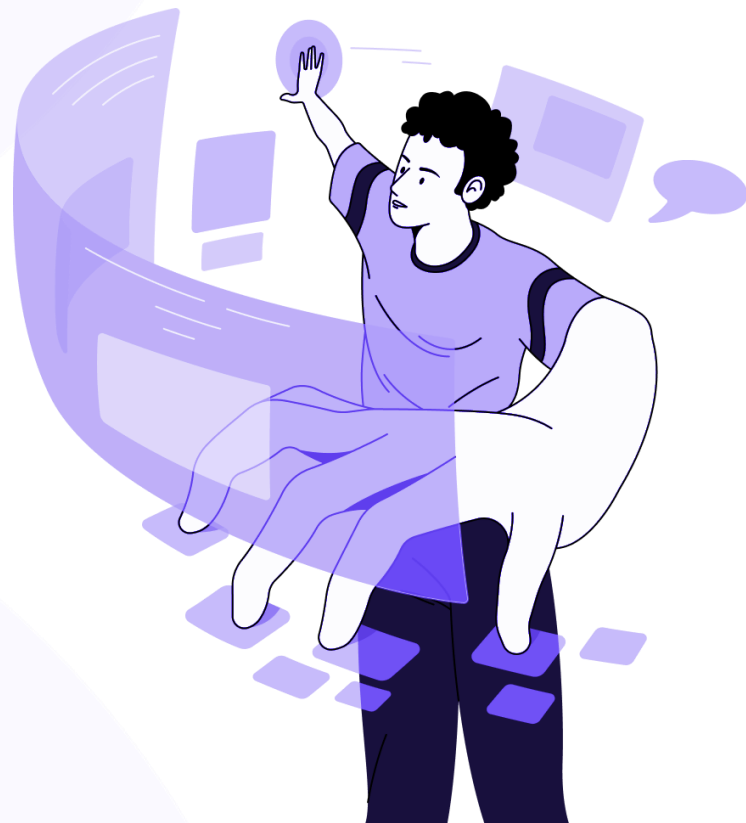
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Manage time zones

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
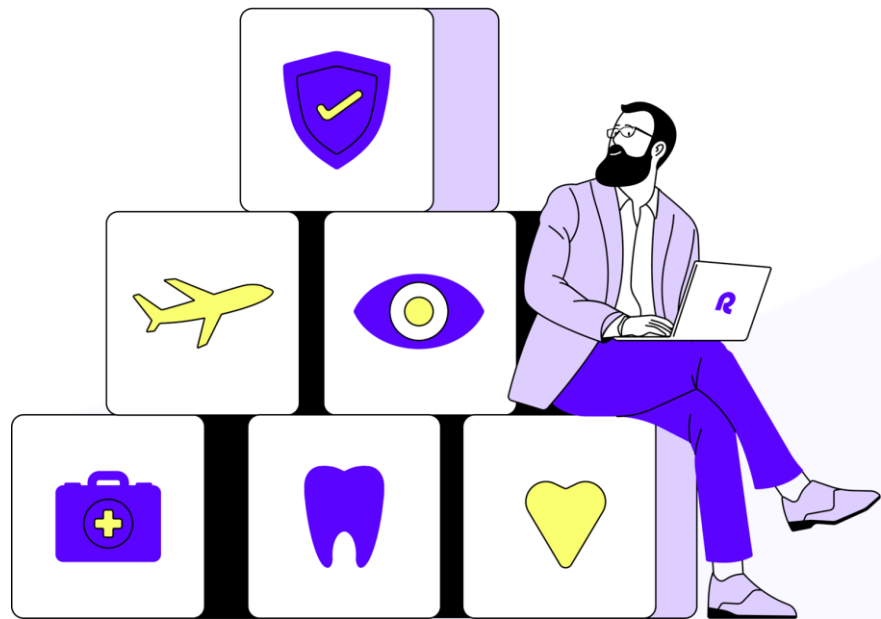
Culture in a Remote environment isn't easy

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

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Managing productivity

Productivity looks different in a remote, async work environment

1. Time-blocking days

Remember to set time for lunch

2. Measuring output, not hours

Remote managers in particular need to trust their teams

3. Focusing on 1 - 2 big things

Doing less is more

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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
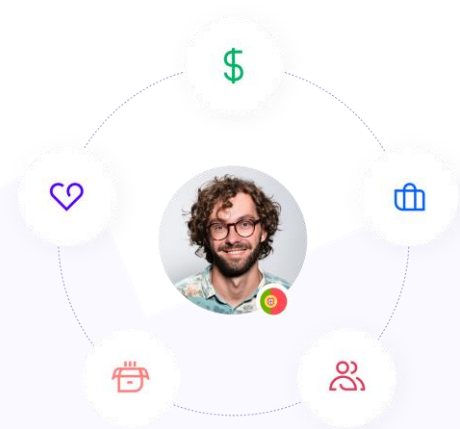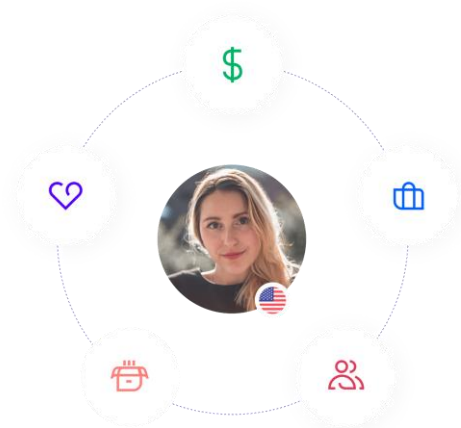
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Onboard

Recruit

Remote is on a mission to <u>simplify</u> 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
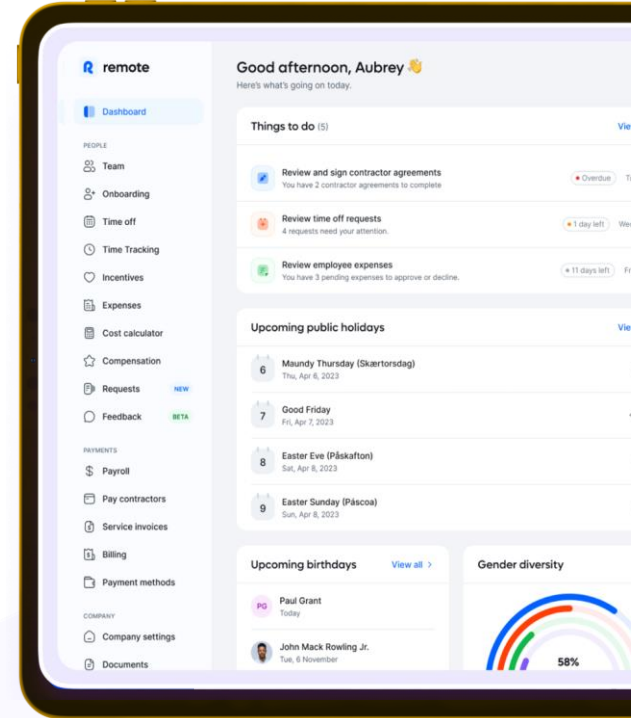### Consolidate payroll processing

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

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Good afternoon, Aubrey 👋
Here's what's going on today.

Dashboard

PEOPLE
- Team
- Onboarding
- Time off
- Time Tracking
- Incentives
- Expenses
- Cost calculator
- Compensation
- Requests NEW
- Feedback BETA

PAYMENTS
- Payroll
- Pay contractors
- Service invoices
- Billing
- Payment methods

COMPANY
- Company settings
- Documents

Things to do (5)

Review and sign contractor agreements
You have 2 contractor agreements to complete
● Overdue

Review time off requests
4 requests need your attention.
● 1 day left

Review employee expenses
You have 3 pending expenses to approve or decline.
● 11 days left

Upcoming public holidays

6 — Maundy Thursday (Skærtorsdag)
Thu, Apr 6, 2023

7 — Good Friday
Fri, Apr 7, 2023

8 — Easter Eve (Påskafton)
Sat, Apr 8, 2023

9 — Easter Sunday (Páscoa)
Sun, Apr 8, 2023

Upcoming birthdays View all ›

PG — Paul Grant
Today

— John Mack Rowling Jr.
Tue, 6 November

Gender diversity

58%

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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!

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