

# ADD0

ALL DAY DEVOPS

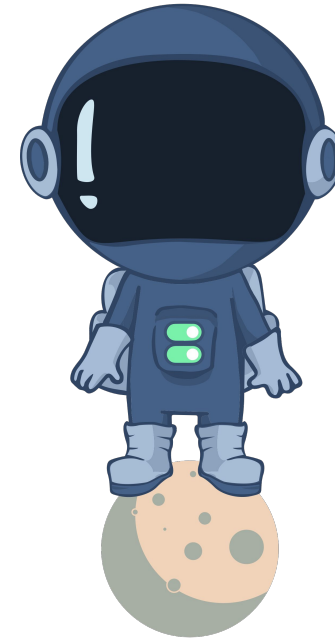
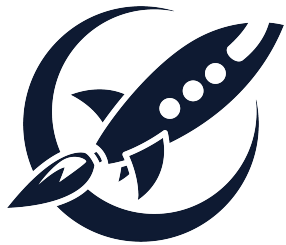
NOVEMBER 6, 2019

Working from the  
beach and other  
myths of remote  
work



# Who am I?

Developer  
Advocate



10 years  
working  
remotely





CULTURE / DEVOPS / CONTRIBUTED

## Why It Is Difficult to Hire for DevOps?

4 Jan 2019 8:31am, by [Pavan Belagatti](#)



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Do you believe there is a real skills shortage in the DevOps space?

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Posted by u/PavanBelagatti 1 year ago

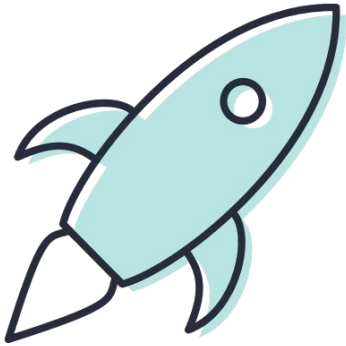
### Do you believe there is a real skills shortage in the DevOps space?

The question is, everybody wants to embrace DevOps, but there are so fewer companies who can proudly say they are doing DevOps correctly to the full extent. Does that mean no firm has yet understood the required skill sets or there is a real shortage of DevOps people?

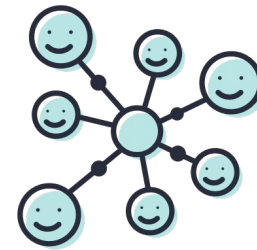
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# Why hire remote employees?



Expand & retain talent



Happier employees

# Why hire remote employees?



**Katie** 🌸

@KatieFujihara



Remote work has allowed me to work with a diverse team despite living in a VERY white city. Even when I was working in SF, somehow I was the only POC on my team and 1/3 POC in a company of 32.



# Objections to remote employees



# Distractions



BOB WORKS FROM HOME TO ESCAPE THE DISTRACTION OF OFFICE CHIT CHAT.



# Unprofessional

When you try to work from



**HOME**





**Sebastian McKenzie** ✓

@sebmck

After almost 5 years into my career, I still fail to effectively work in an office. Even when I was a 10 minute walk from Facebook London I still preferred to work from home. There's no way my desk at work could be better. At home I can control the noise, light, and temperature.

11:05 PM · Nov 4, 2019 · [Twitter Web App](#)

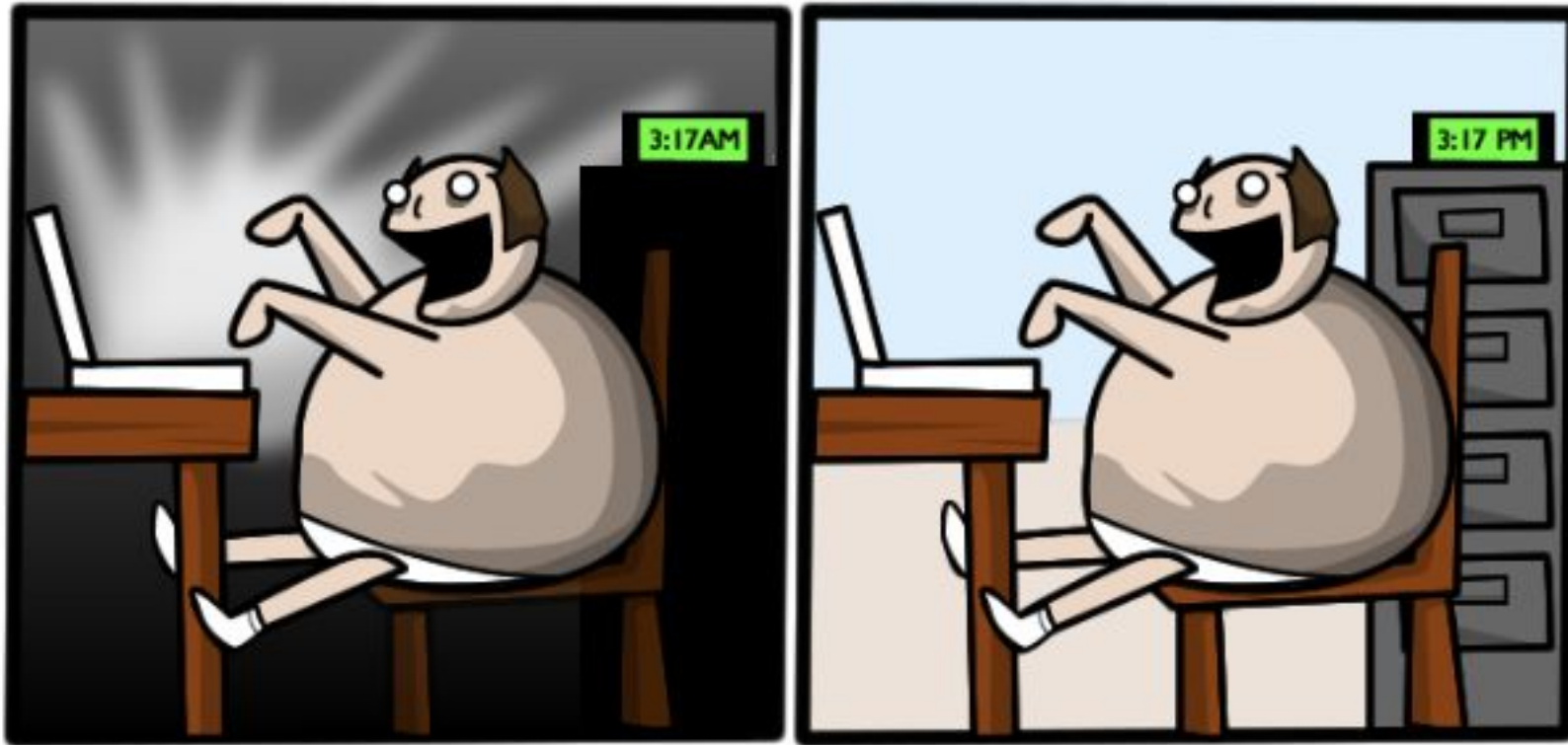
**125** Retweets   **974** Likes

A person with long brown hair, wearing a black tank top and teal athletic shoes, is climbing a dark, textured rock face. Their hands are gripping the rock, and their legs are extended. The scene is dimly lit, emphasizing the rugged texture of the rock.

# Remote work isn't easy



## Loss of regimen







**jay gordon** 🙌 🏠 ☁️ ✅ @jaydestro · 3h

talk to me more

**Dawn of the DevOps** @dparzych

If you work remotely or work with distributed co-workers, what are things companies and coworkers have done/can do to be more remote-friendly?



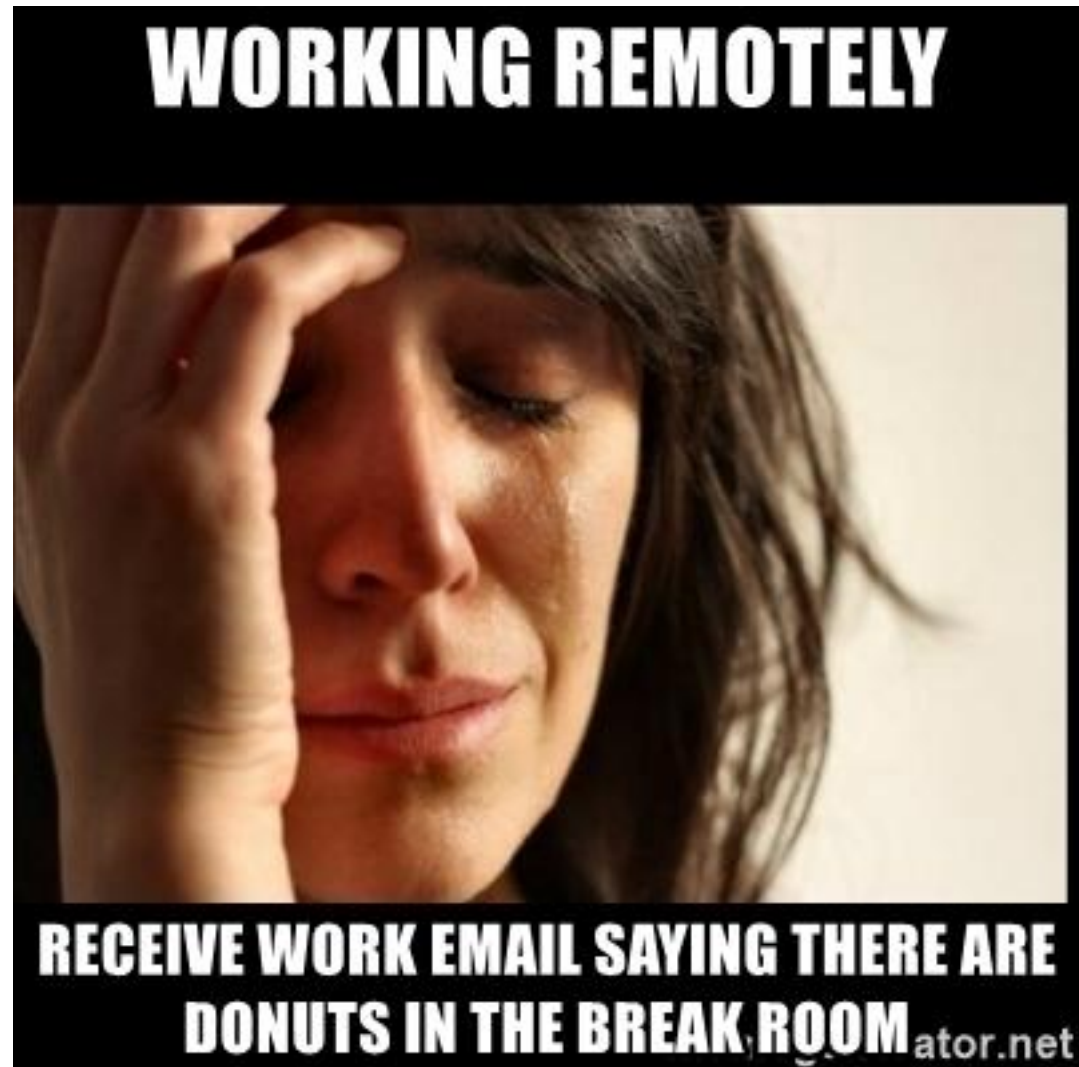
1



4



# Missing Out





A person with a red backpack is walking across a suspension bridge that spans a deep, dense forest. The bridge is made of metal cables and a wooden plank. The person is seen from behind, holding onto the bridge's railing. The forest is lush and green, with many trees visible. In the background, there are more mountains and hills, some of which are shrouded in a light mist or haze. The overall scene is peaceful and scenic.

—  
**Everyone has a part to  
play to make remote  
employees successful.**



# What can a company do?



# Supporting remote employees



Budget for supplies



Policies



Celebrate



Set expectations

# Suggested home office equipment

- Desk
- Comfortable chair
- Noise cancelling headphones
- USB-C hub
- Monitor Arm
- Video camera
- Docking station
- Standing mat (if you have a standing desk)
- Backup power cord
- Green screen





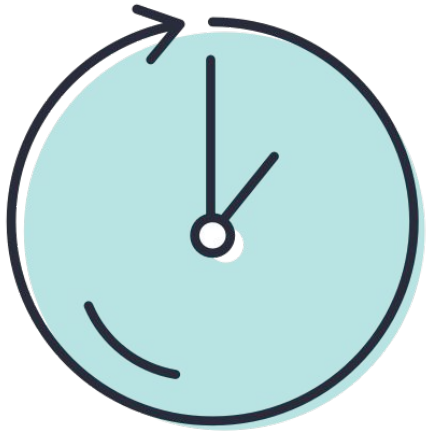
# Tea-talk



# Tips for remote employees



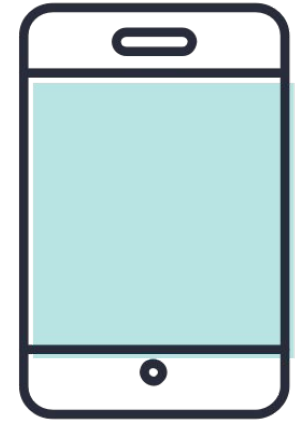
# Separate work and home



Set hours



Workspace



Equipment



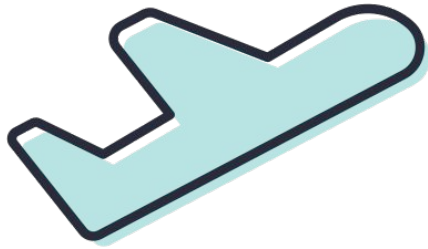
Greetings



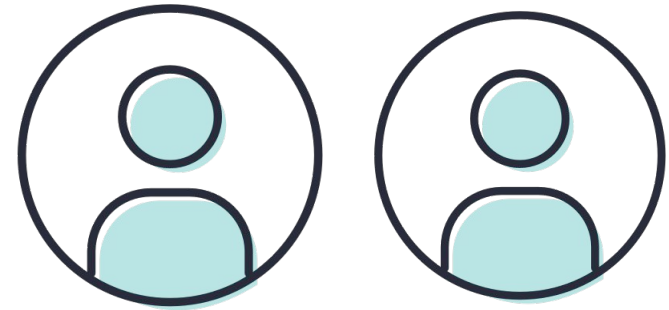
Overcommunicate



# Relationship building



HQ visits



1:1s

A silhouette of a person stands on the right side of the frame, looking out over a landscape at sunset. The sky is a gradient of dark blue to orange, with a small crescent moon visible in the upper left. The text "Working remote != Working alone" is centered in the middle of the image.

**Working remote !=  
Working alone**





**What can people at HQ do?**





Faces



Asynch communication



# Meetings



Time

○



Roles



Zoom



Video

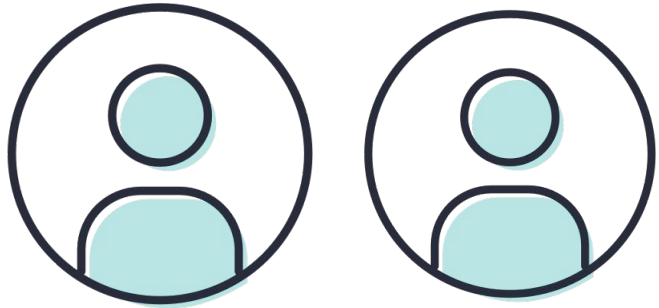


Side  
conversations





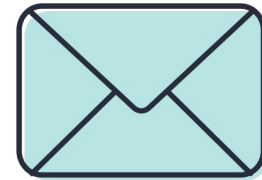
# What can managers do?



1:1s



Check-in



Preferences



# Top tips to build a stellar remote team

- Communicate, communicate, communicate
- Be clear on your expectations
- Regularly scheduled face-time

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and/or  
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- <https://www.forbes.com/sites/andrealoubier/2017/07/20/benefits-of-telecommuting-for-the-future-of-work/#476f8fec16c6>
- <https://www.entrepreneur.com/article/333010>
- <https://open.buffer.com/state-remote-work-2018/>
- <https://www.ciphr.com/advice/10-essential-remote-working-statistics/>

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