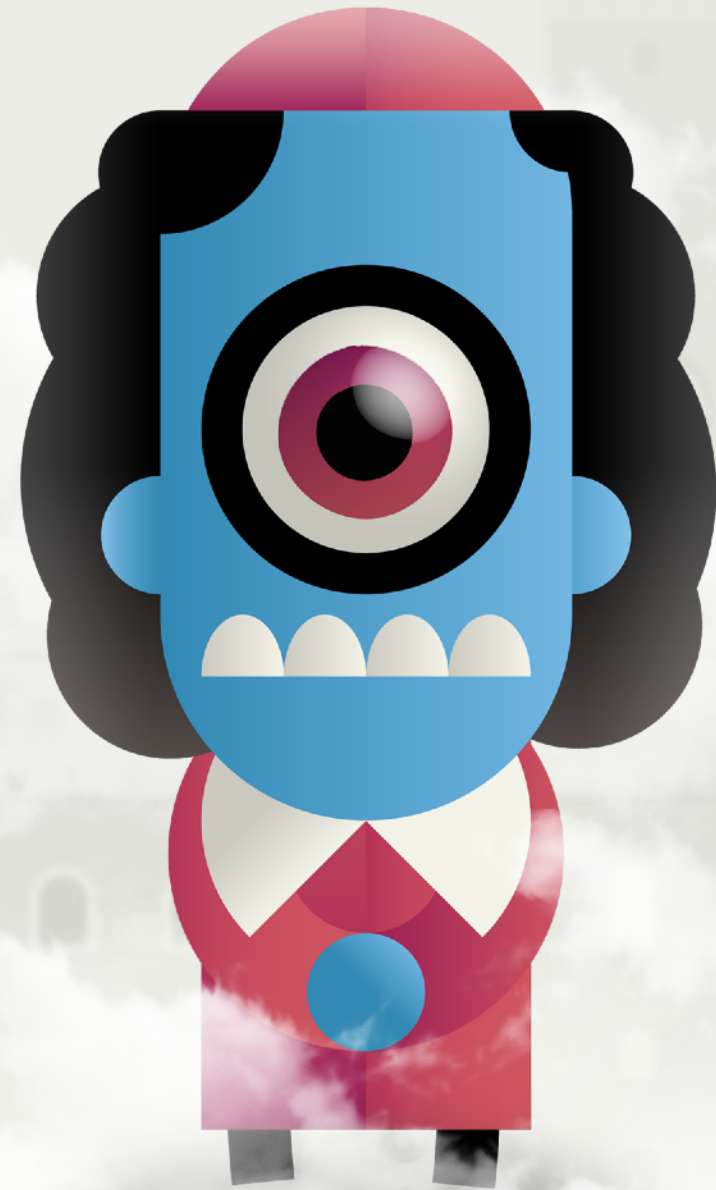




# WORKING REMOTELY

*Lessons from a master  
procrastinator.*

**Miha Hribar**



# Where is Toshl today?

- Remote 3 days a week
- Can work from any location for a longer period
- Plans to go fully remote



# What started it all?

- One or two per platform
- Most communication via chat
- Seclusion to work



“

Long commutes make you fat, stressed, and miserable. Even short commutes will stab at your happiness.

— Jason Fried, *Basecamp*



From the authors of the New York Times bestseller *REWORK*

# REMOTE

**REMOTE  
OFFICE NOT REQUIRED**

Jason Fried & David Heinemeier Hansson  
FOUNDERS OF 37SIGNALS



**REMOTE WORKERS  
ARE SLACKERS**



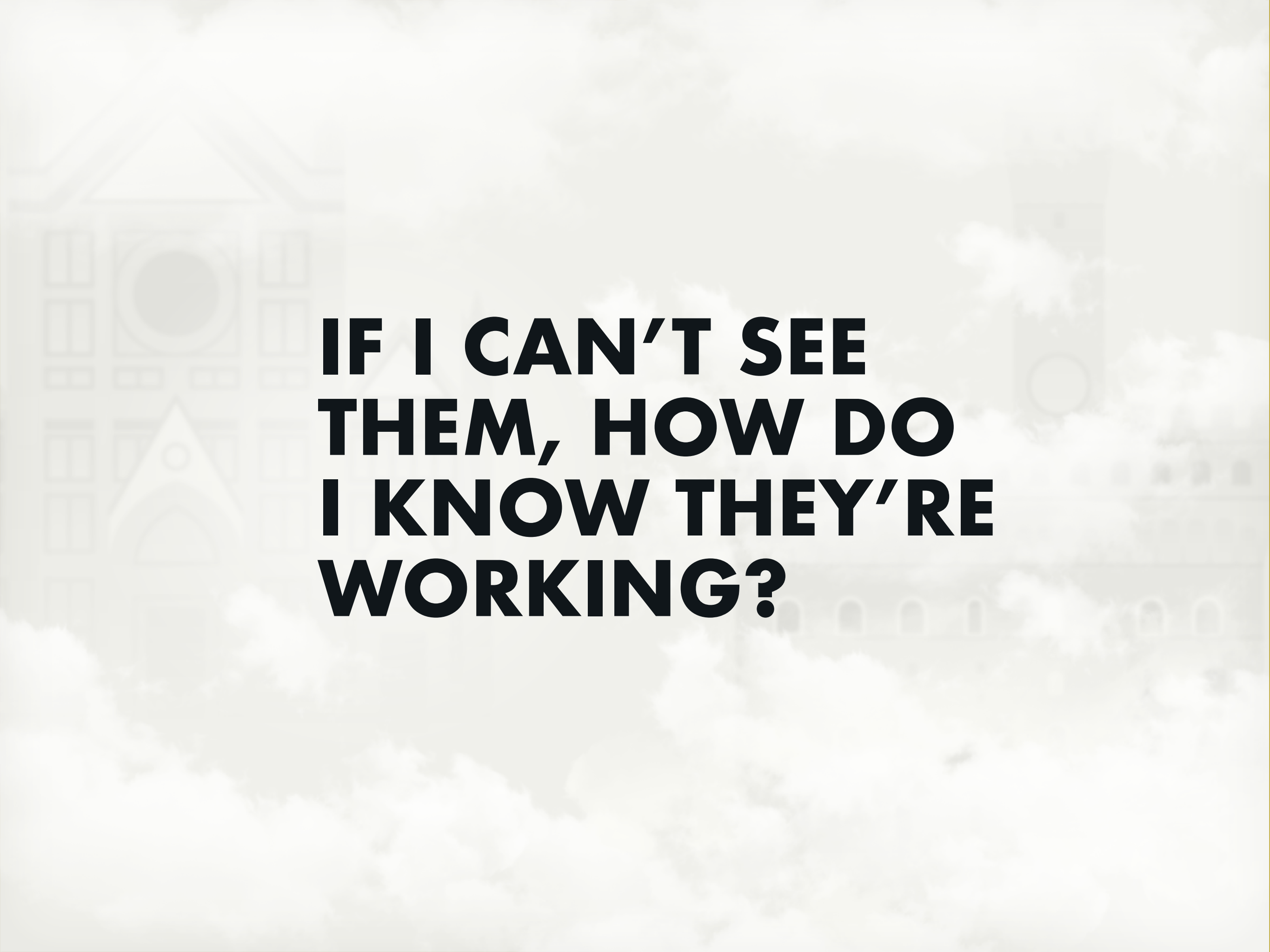
**slack**



If you can't let your employees work from home out of fear they'll slack off without your supervision, you're a babysitter, not a manager. Remote work is very likely the least of your problems.

— Jason Fried, *Basecamp*





**IF I CAN'T SEE  
THEM, HOW DO  
I KNOW THEY'RE  
WORKING?**



One of the secret benefits of using remote workers is that the work itself becomes the yardstick to judge someone's performance.

— Jason Fried, *Basecamp*

# Github

- Kanban
- Wiki
- Blue dot

The screenshot shows a GitHub repository page for 'toshl / toshl-api' (Private). The page is viewed in a web browser with the address bar showing 'github.com/toshl/toshl-api/projects/4'. The repository has 4 Unwatch, 0 Stars, and 0 Forks. The navigation bar includes links for Code, Issues (227), Pull requests (0), Projects (2), Wiki, Insights, and Settings. The main content area displays a Kanban board titled 'Bank connections' (Updated 2 hours ago). The board has four columns: Backlog (1 item), In progress (1 item), Blocked (56 items), and Done (40 items). Each column contains issue cards with titles, descriptions, and labels.

**Backlog (1 item):**

- Can't connect (Whitney personal and business) #4322 opened by Beat-O (plaid)

**In progress (1 item):**

- Duplicate incomes #4404 opened by Beat-O (saltedge)

**Blocked (56 items):**

- User gets invalid credentials error each day (Nubank) #4304 opened by Beat-O (awaiting user reply, saltedge)
- Missing incomes after connecting new banks #4236 opened by Beat-O (awaiting user reply, plaid, user report)
- User can't connect (DNB Norway) #4255 opened by Beat-O

**Done (40 items):**

- Credit card accounts not imported (DKB Berlin) #4401 opened by Beat-O (saltedge)
- Entry imported with delay, remains pending after two weeks, missing income #4333 opened by Beat-O (saltedge)
- Stuck on fetching (AMEX, Capital One)



**HOME IS FULL  
OF DISTRACTIONS**



# Tricks for remote workers

- Put on some pants
- Routine, schedule your day
- Separate space





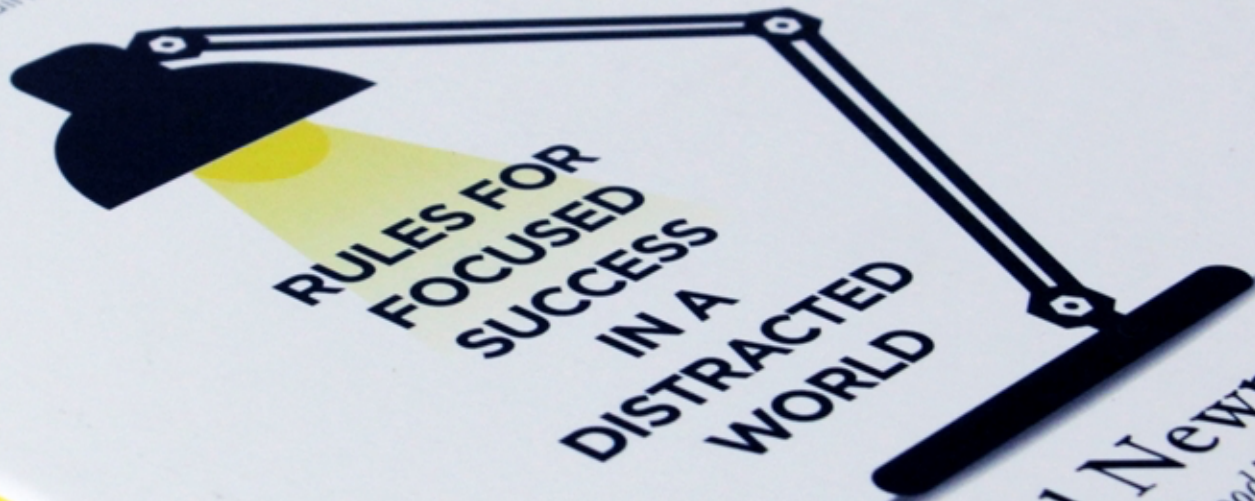
**This is a bathroom,**



# DEEP WORK

'Cal Newport is a clear voice in a sea of noise,  
bringing science and passion in equal measure'  
Seth Godin, author of *Linchpin*

'Engaging and  
substantive'  
*Wall Street  
Journal*



RULES FOR  
FOCUSED  
SUCCESS  
IN A  
DISTRACTED  
WORLD

**Cal Newport**  
*Author of *So Good They Can't Ignore You**

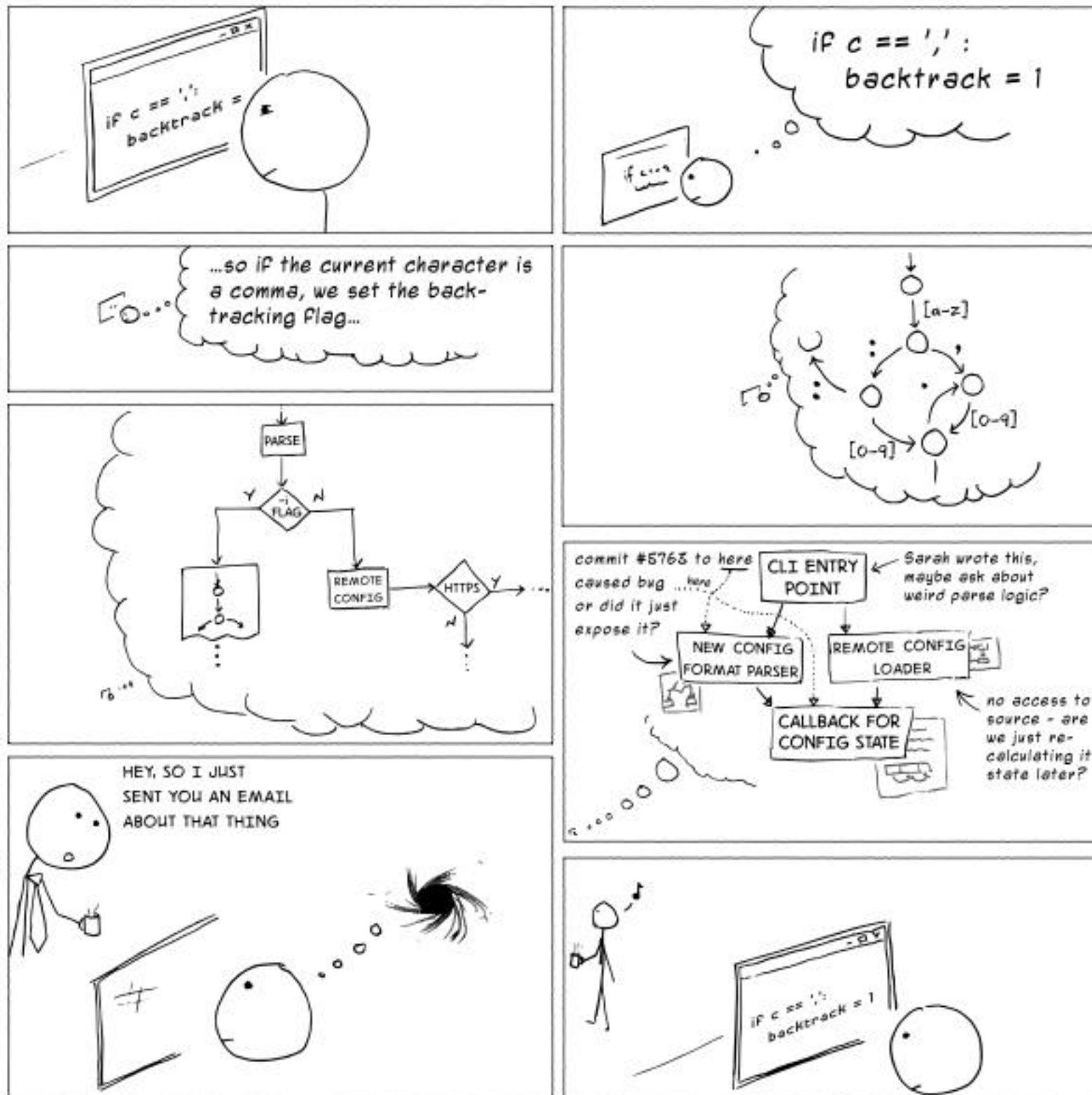
DEEP WORK

Cal Newport

  
praktis



# THIS IS WHY YOU SHOULDN'T INTERRUPT A PROGRAMMER





**BUT I NEED THE  
ANSWER NOW!**

# Asynchronous communication

- Email
- Slack
- Telephone





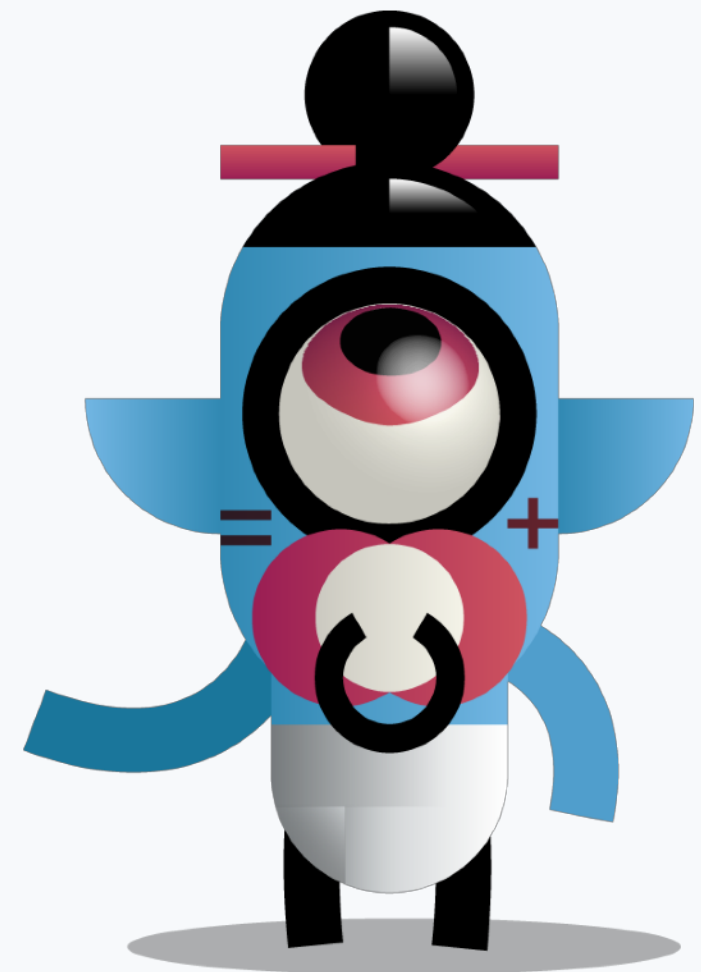
**STAY AT  
HOME DAD**





# Dealing with kids

- Boundaries
- Dad is here, but he is working
- Take the time

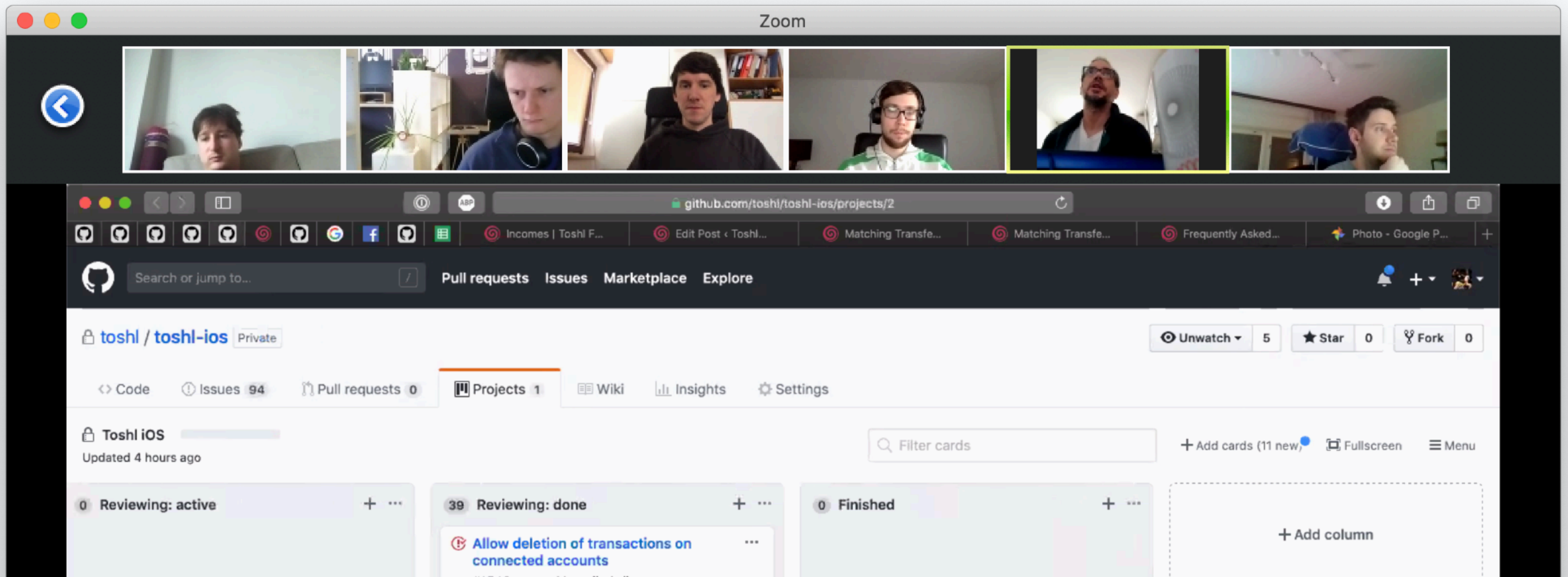




**CULTURE  
WILL SUFFER**

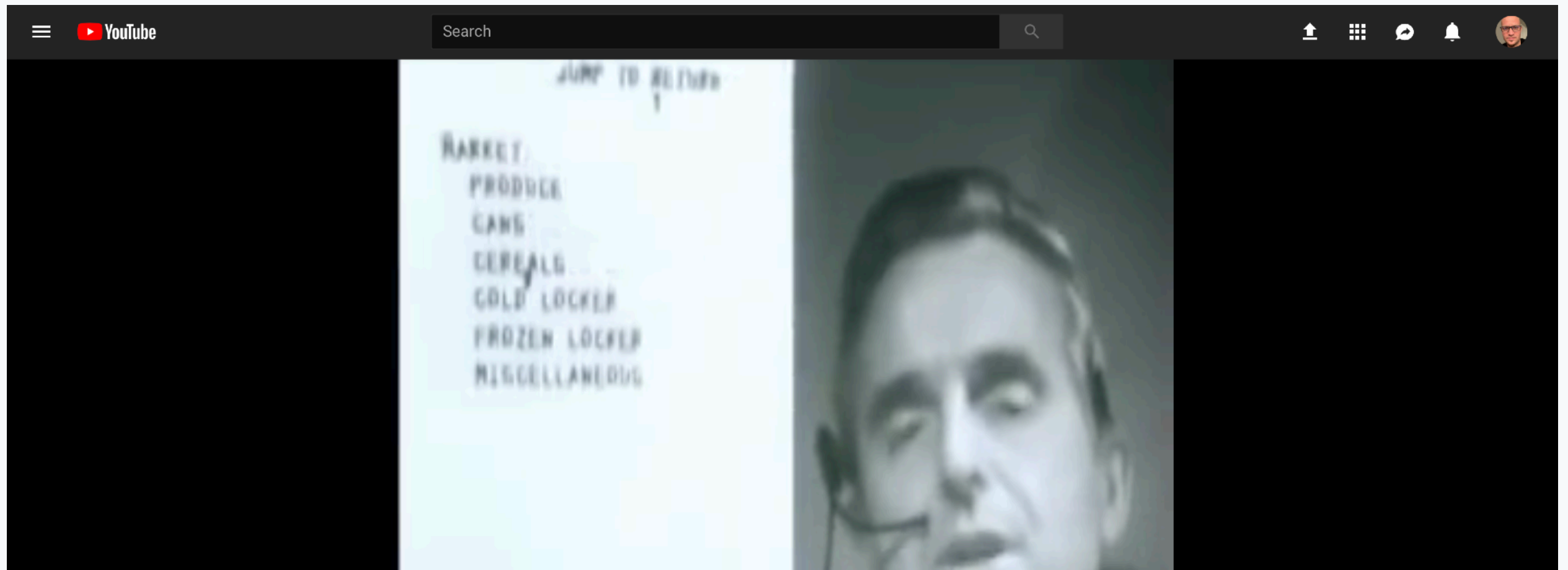
# Culture

- Tuesday meeting, team lunch
- Team building
- Video 1:1



# Mother of all demos

- 50 years ago! (*Dec 1968*)
- Video conferencing, real time collaboration, hypertext
- Meanwhile in 2019 things still don't work



# ONBOARDING

# Knowledge base

- Github
- <https://developer.toshl.com>
- Google docs
- Zeplin, Dropbox
- 1password



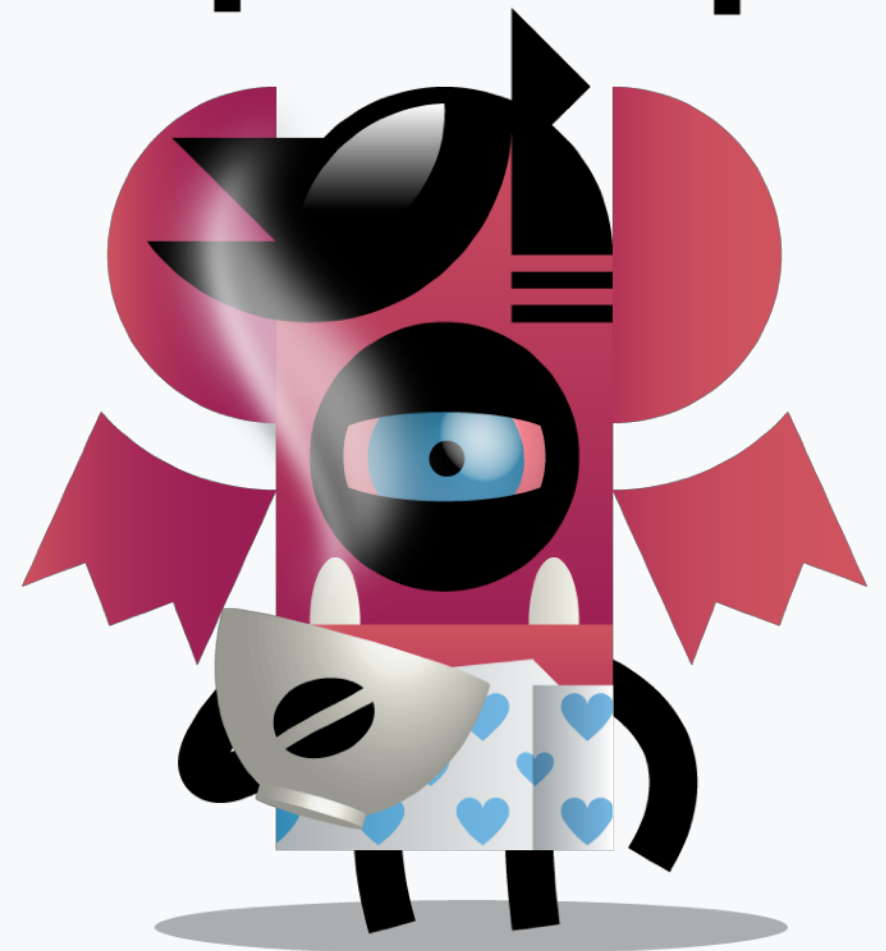




**REMOTE !=  
AVAILABLE 24/7**

# Pace yourself

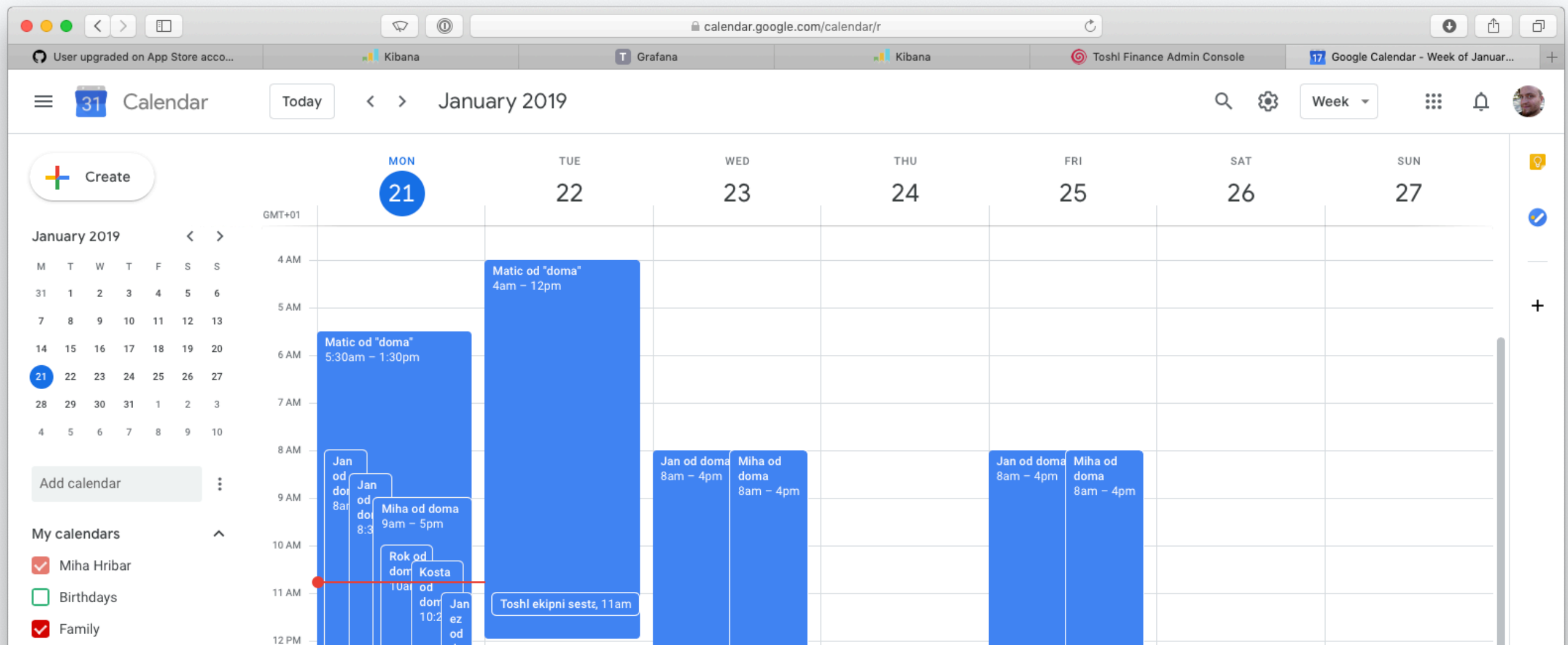
- No more than 40h/week, no weekends
- No bonus points for burnout
- Use time saved





# Google Calendar

- When you'll be working remotely
- Vacations



The background of the slide features a faded, light-colored image of a large, multi-story university building with a prominent central dome and arched windows. The building is partially obscured by soft, white, fluffy clouds that fill the lower and right portions of the frame. The overall aesthetic is clean and academic.

# **REMOTE WORK IS A SKILL**

# Needed skills

- Good writer
- Good communicator
- Able to work on your own





**WIN/WIN?**

# Benefits

- Employees save time and money
- Businesses save on office space
- Flu season





# **THINGS TO FIGURE OUT**

# Do better

- Onboarding
- Brainstorming
- Team building
- Home office setup
- Healthy food
- Remote work policy







**QUESTIONS?**



# Conclusion

- Ramp up slowly
- Find the right set of tools
- Still have an office



# Resources

[Remote: Office not required https://basecamp.com/books/remote](https://basecamp.com/books/remote)

<https://www.remoteonly.org>

<https://hackernoon.com/the-stress-of-remote-working-38be5bdcf4da>

<https://www.inc.com/jason-fried/excerpt-true-challenge-of-remote-workers.html>

[https://theoatmeal.com/comics/working\\_home](https://theoatmeal.com/comics/working_home)

<https://info.trello.com/hubfs/Trello-Embrace-Remote-Work-Ultimate-Guide.pdf>

<https://lattice.com/library/round-table-recap-7-tips-for-building-culture-across-remote-teams>