



LEADING REMOTE

BUILDING HIGH-PERFORMANCE TEAM

Martin Simon



TEAM LEAD AT ONPIER

JAVA & MICROSERVICE
ARCHITECTURE



WHO AM I?

SURVEY: REMOTE WORK



FACTS: REMOTE WORK

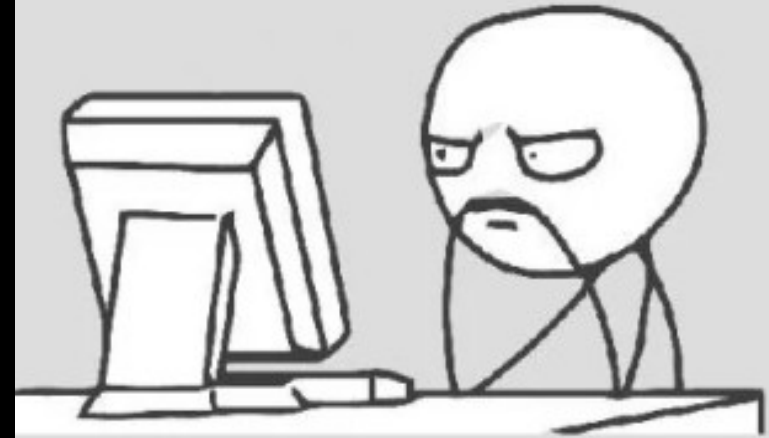
- 2022: 82% of office jobs able to work from home
- 2024: 65% of office jobs able to work from home
- Home-Office lost relevance compared with pandemics
- Still relevant compared to before-pandemics
- Home-Office still as one of the main criteria while job search

FACTS: REMOTE WORK

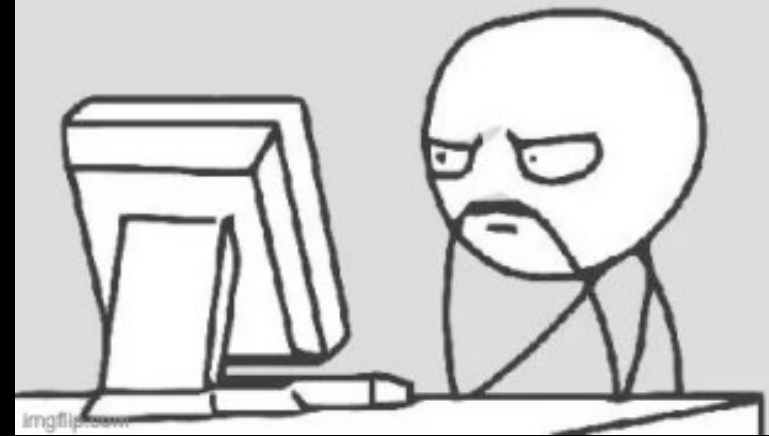
- Feeling positive impact of home-office on the productivity
 - 44% of leading positions
 - 76% employees
- Negative aspects
 - Many people missing the social interactions
 - Managers complains about
 - weakened sense of belonging
 - difficult communication

WHY FULL
REMOTE?

**REMOTE WORKERS
BEFORE CORONA VIRUS**



**REMOTE WORKERS
AFTER CORONA VIRUS**



BENEFITS FOR EMPLOYEES

Perks of working remote





CHALLENGES

- Keeping team motivated
- Communication
- Collaboration
- Different time zone

KEY PRINCIPLES OF HIGH-PERFORMANCE TEAMS

- Clear goals and expectations

KEY PRINCIPLES OF HIGH-PERFORMANCE TEAMS

- Clear goals and expectations
- Effective communication

KEY PRINCIPLES OF HIGH-PERFORMANCE TEAMS

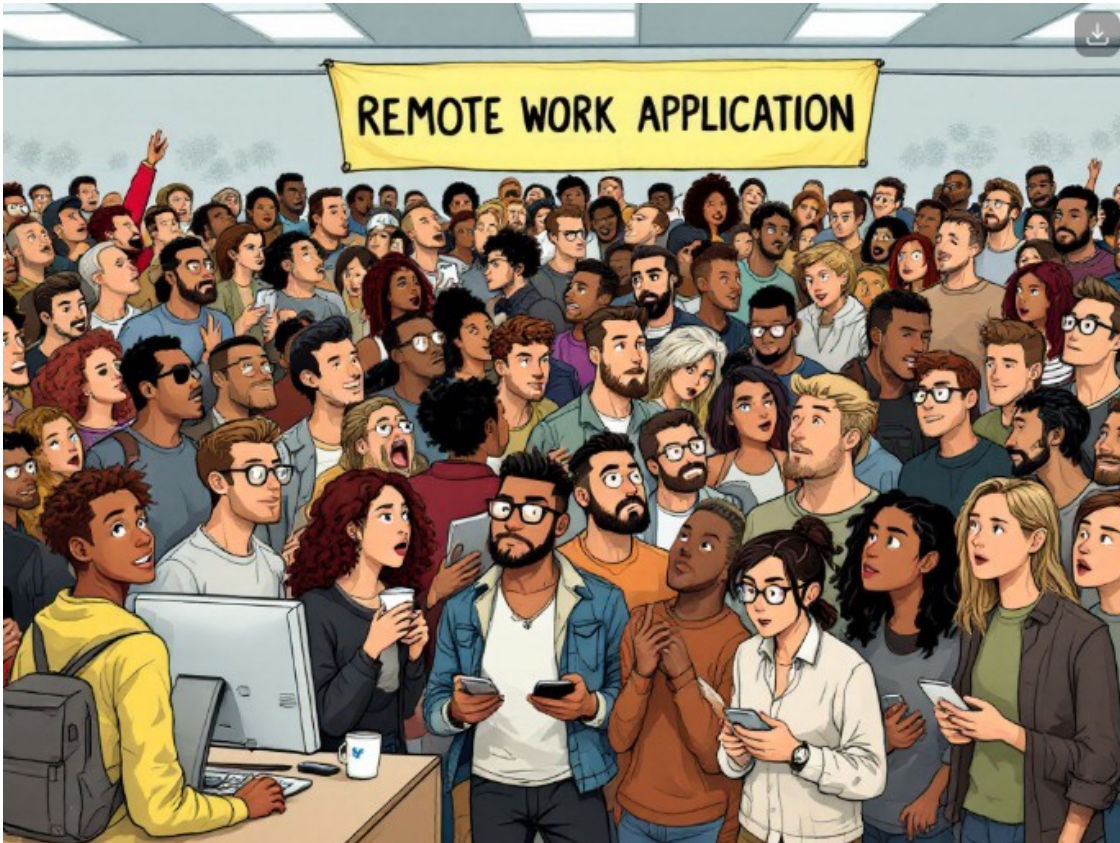
- Clear goals and expectations
- Effective communication
- Trust and Accountability

KEY PRINCIPLES OF HIGH-PERFORMANCE TEAMS

- Clear goals and expectations
- Effective communication
- Trust and Accountability
- Continuous Learning and Improvement

HIRING

- Highlighting of remote-work in the job description



HIRING

- Highlighting of remote-work in the job description
- Remote only or mixed team?

HIRING

- Highlighting of remote-work in the job description
- Remote only or mixed team?
- Limited possibilities to get to know each other

ONBOARDING

- Crucial for successful cooperation not only in remote jobs
- Setting base for further cooperation
- Provide everything the people need to be productive

COMMUNICATION

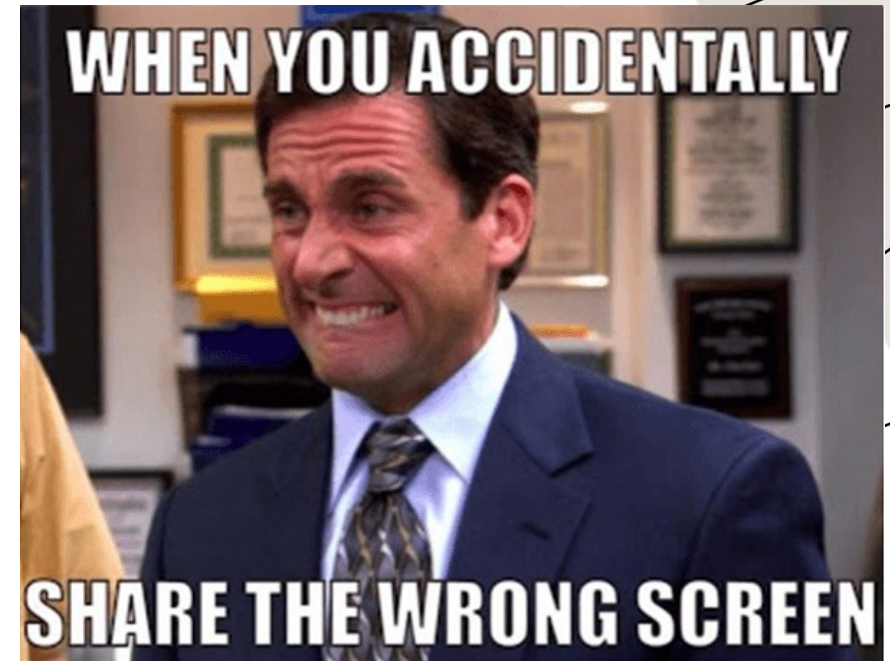
- Over-communicate
- Prioritize clarity over frequency
- Transparency

CONNECTING PEOPLE

- Show how to stay connected
- Have fun together (even remote)
- Motivation

TOOLS

- Invest into the right tools
 - Supporting development process (PRs, Jira...)
 - Documentation
 - Communication
- Different communication channels for different purposes:
 - Email
 - Messaging tools
 - Calls



MEETING RULES

- Always on camera
- Active participation
- Invite only involved people



BEST PRACTICES FOR REMOTE SETUP

- Frequent Check-ins

BEST PRACTICES FOR REMOTE SETUP

- Frequent Check-ins
- Support Deep Work

BEST PRACTICES FOR REMOTE SETUP

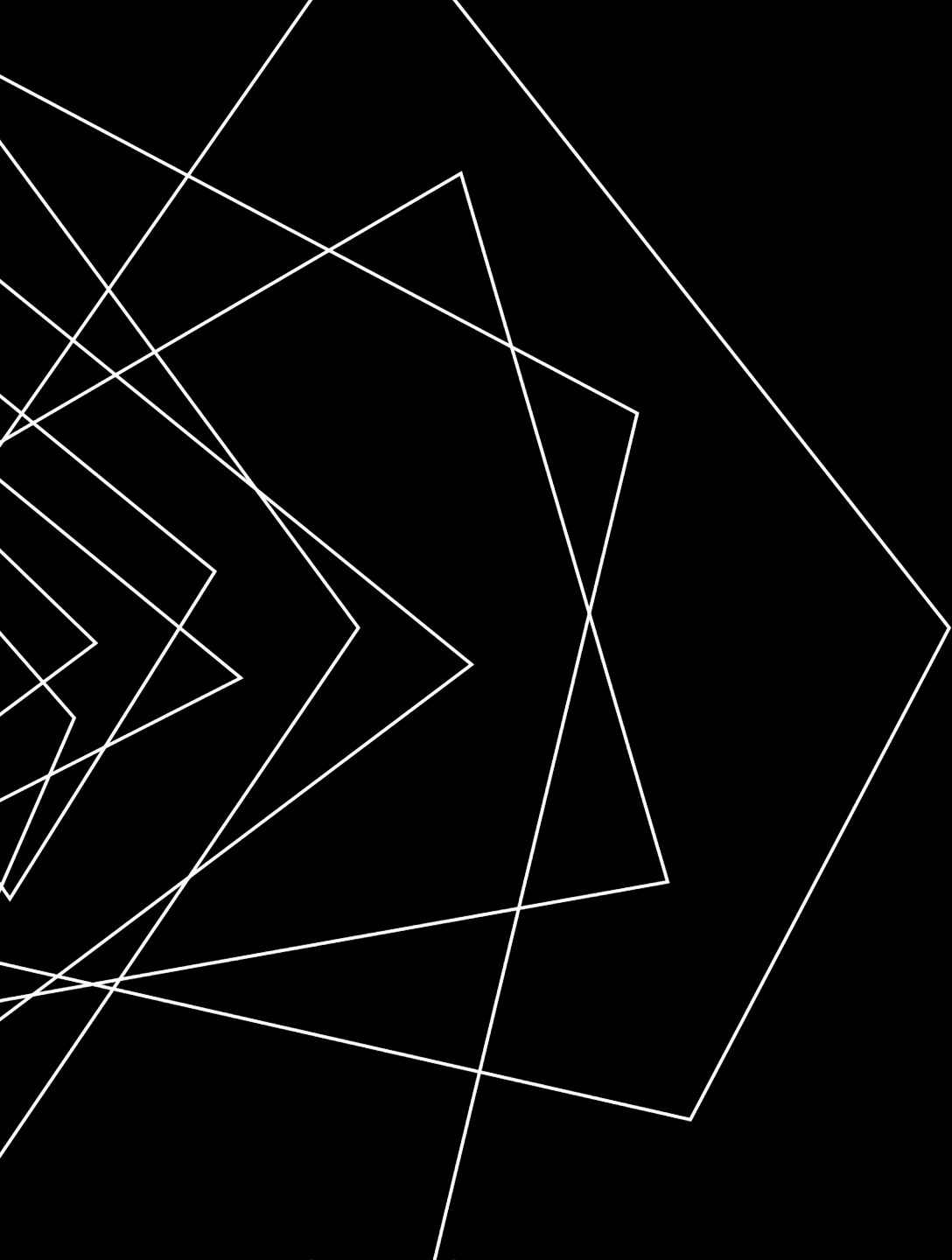
- Frequent Check-ins
- Support Deep Work
- Feedback and Recognition

COMMON PITFALLS

- Miscommunication
- Isolation
- Technical Challenges

IMPORTANCE OF REMOTE LEADERSHIP

- Connecting the team
- Fostering a Strong Team Culture
- Leading by example



Thank you!

Martin Simon
www.simononline.eu