

# Making Remote Work

**dnsimple**

Automating domain management since 2010

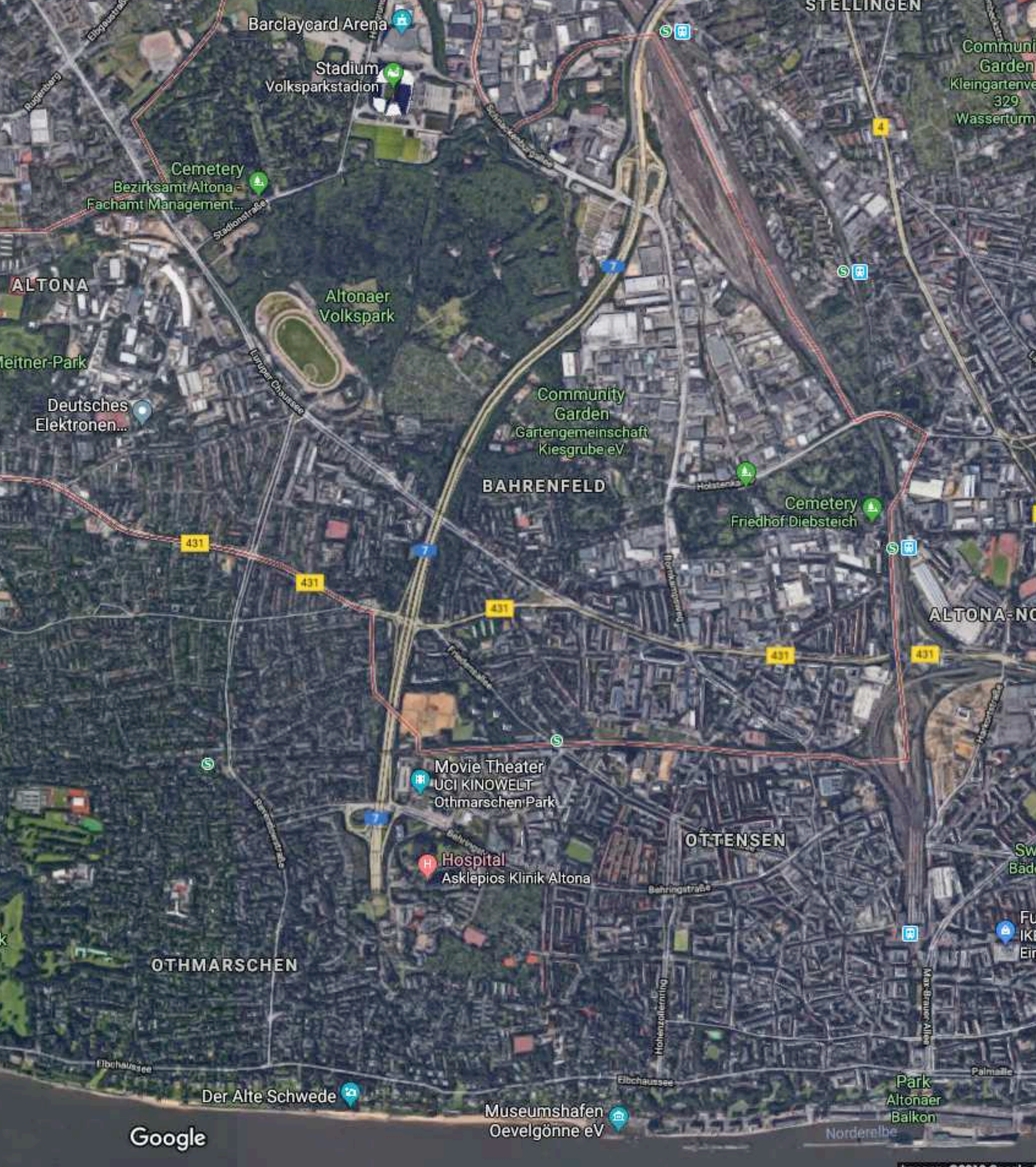
[ole@dnsimple.com](mailto:ole@dnsimple.com)





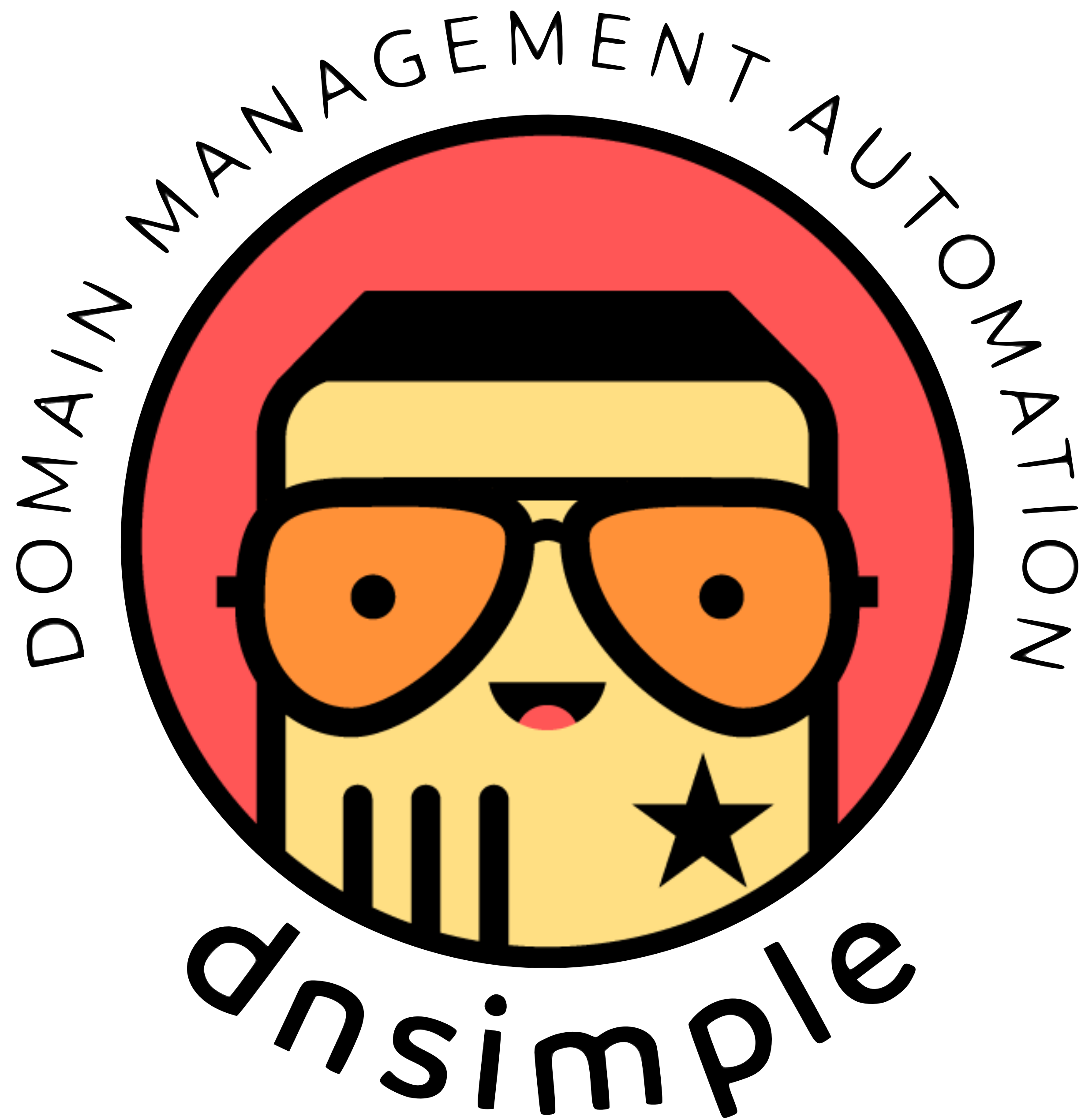
# I am Ole





**This is where I live**





# DNSimple in a nutshell

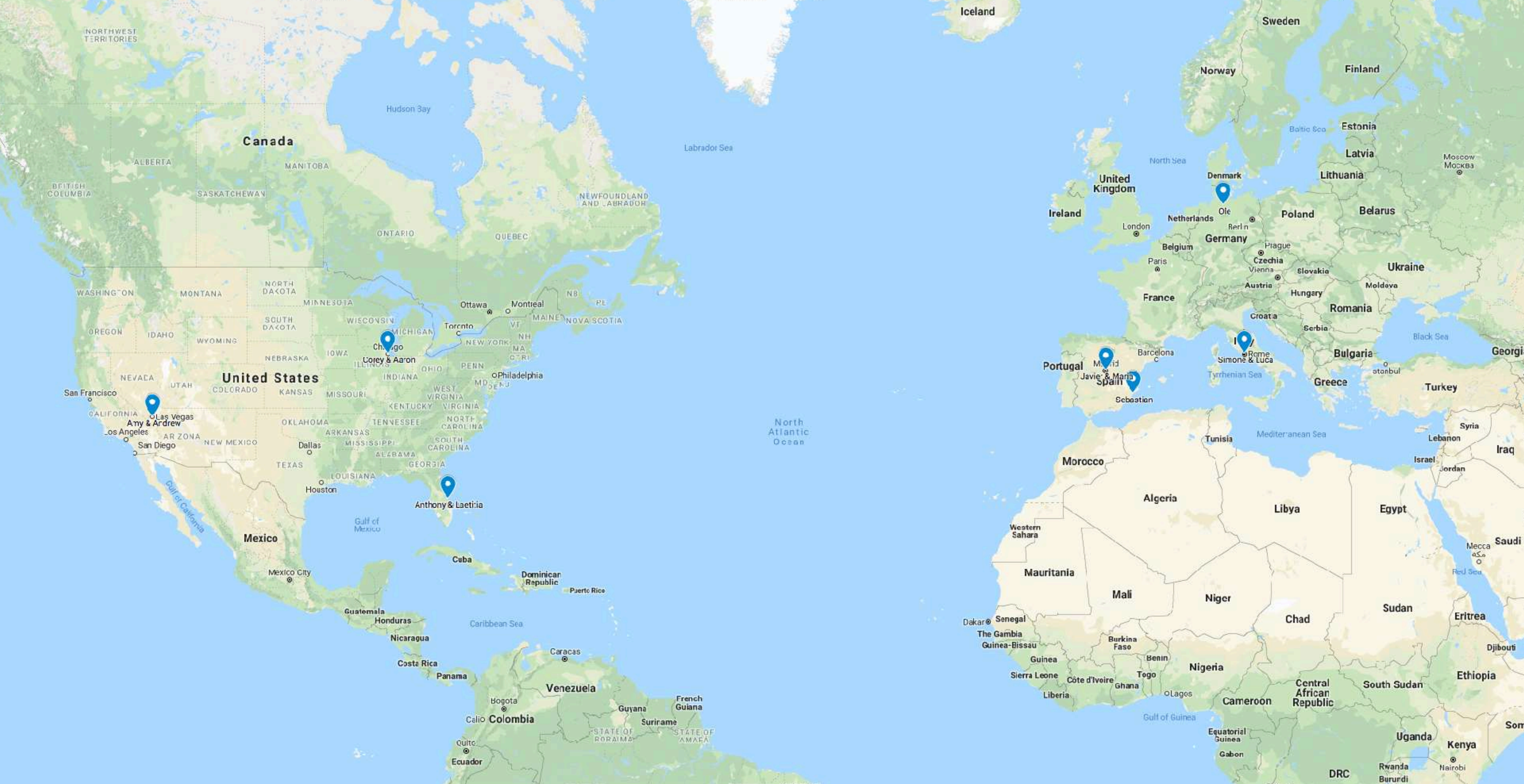
## 12 People

# DNSimple in a nutshell



DNSimple in a nutshell

# 5 Timezones



# DNSimple in a nutshell

## No Office

# DNSimple in a nutshell

 **Based company**

# DNSimple in a nutshell

 **Remotely distributed & async team**

# Working remotely since 🍂 2016



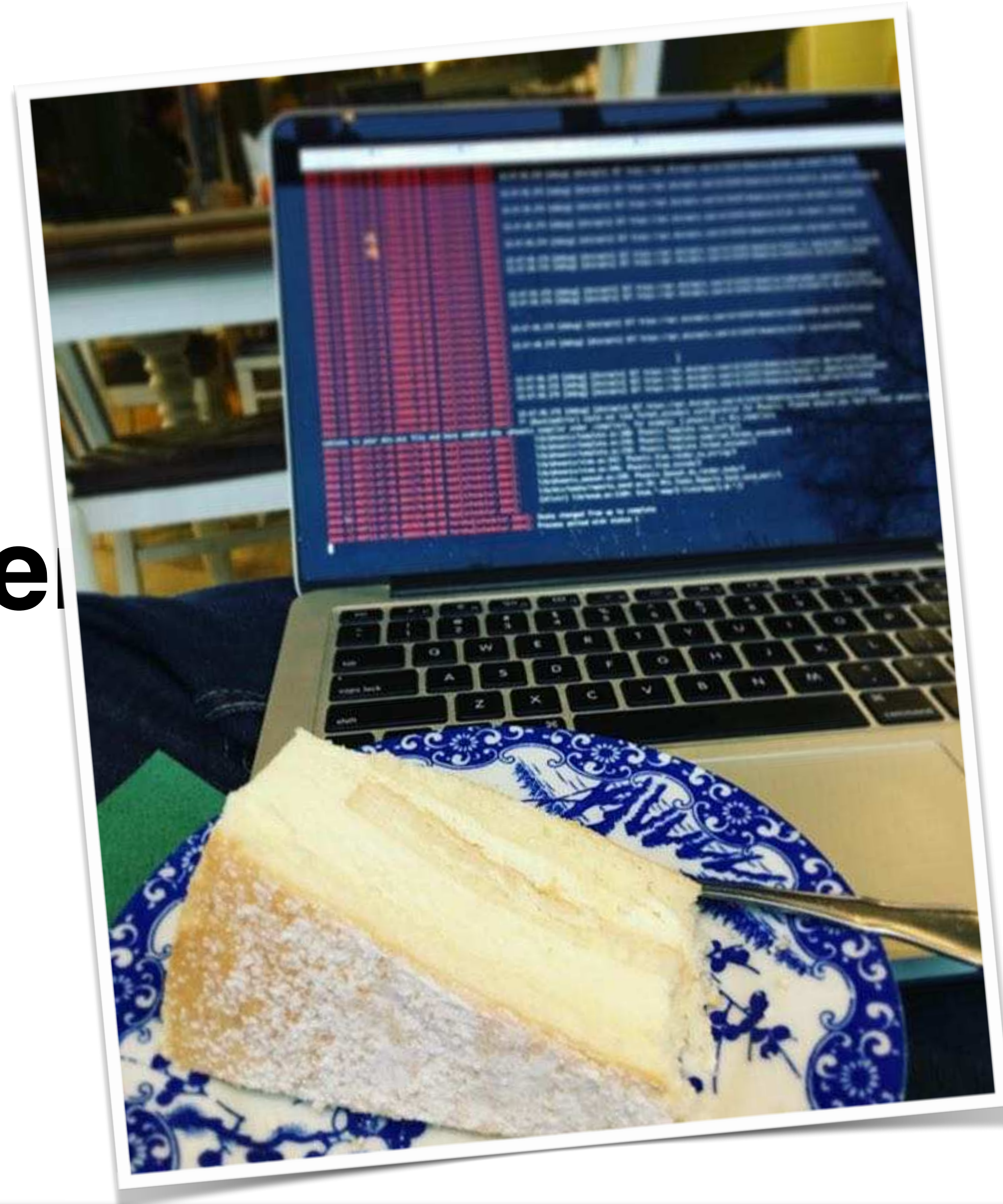
Working remotely since 🍂 2016

# Going remote

# Working remote is great!!



# Working re



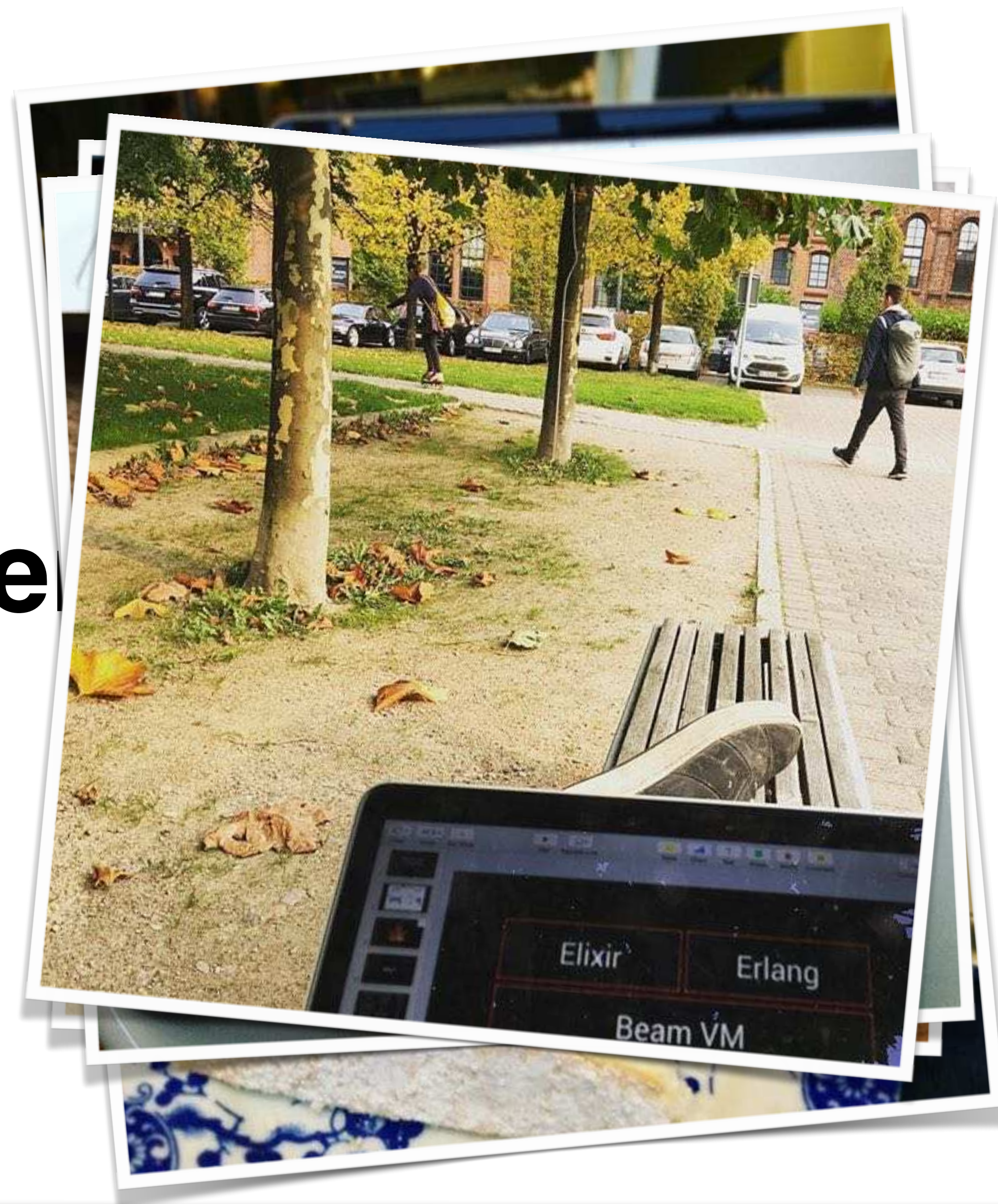
# Working re



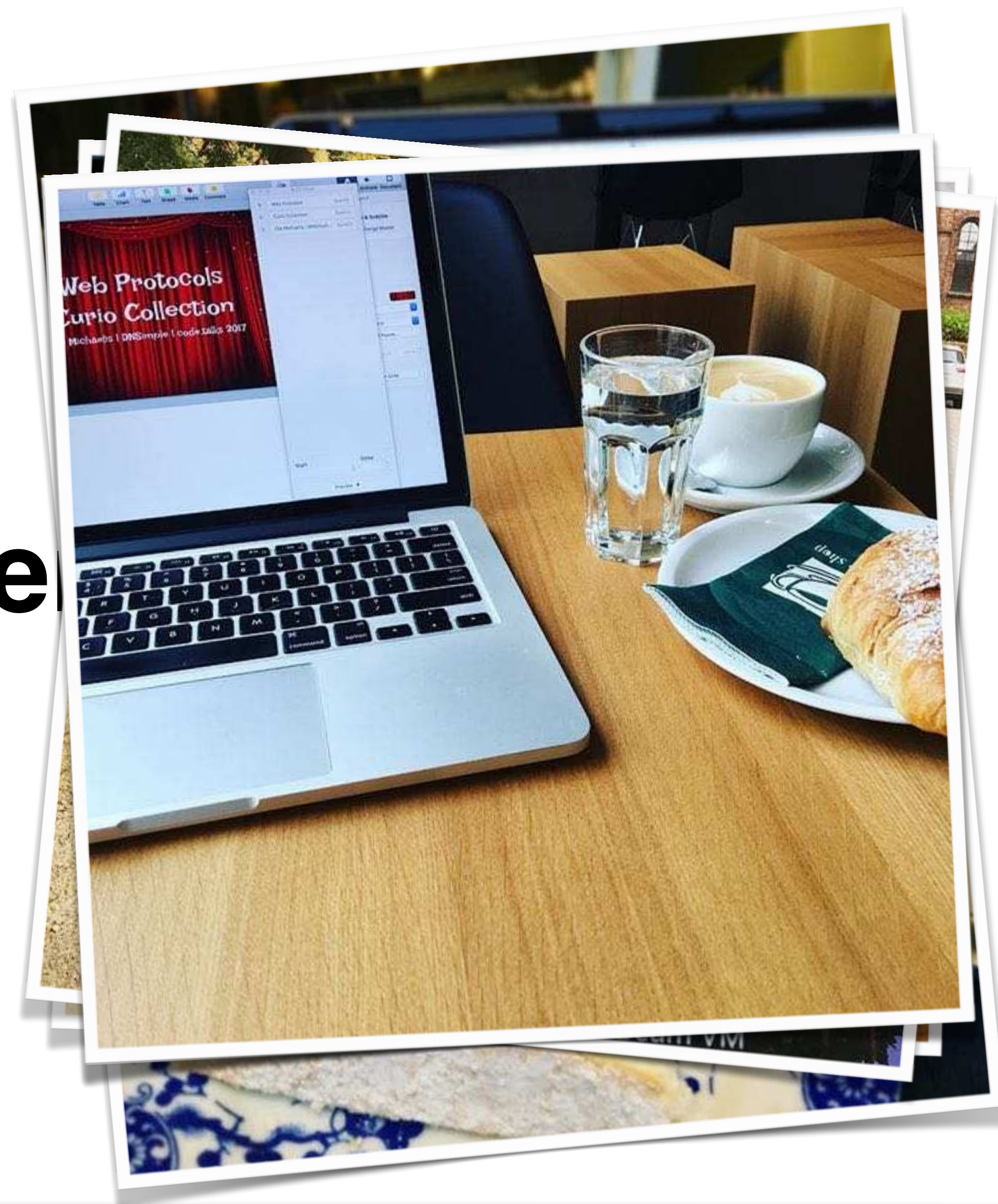
# Working re



# Working re



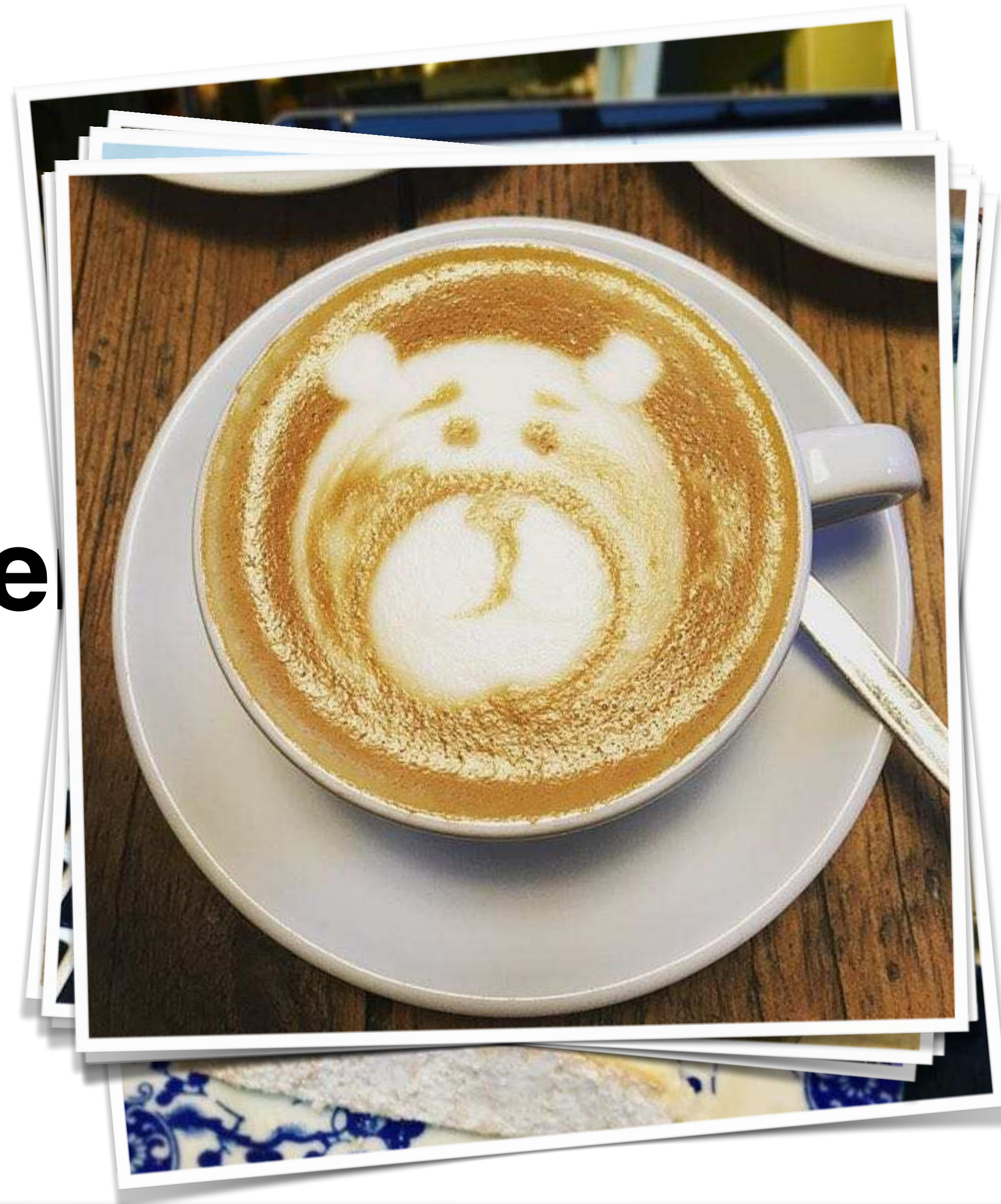
# Working re



# Working re



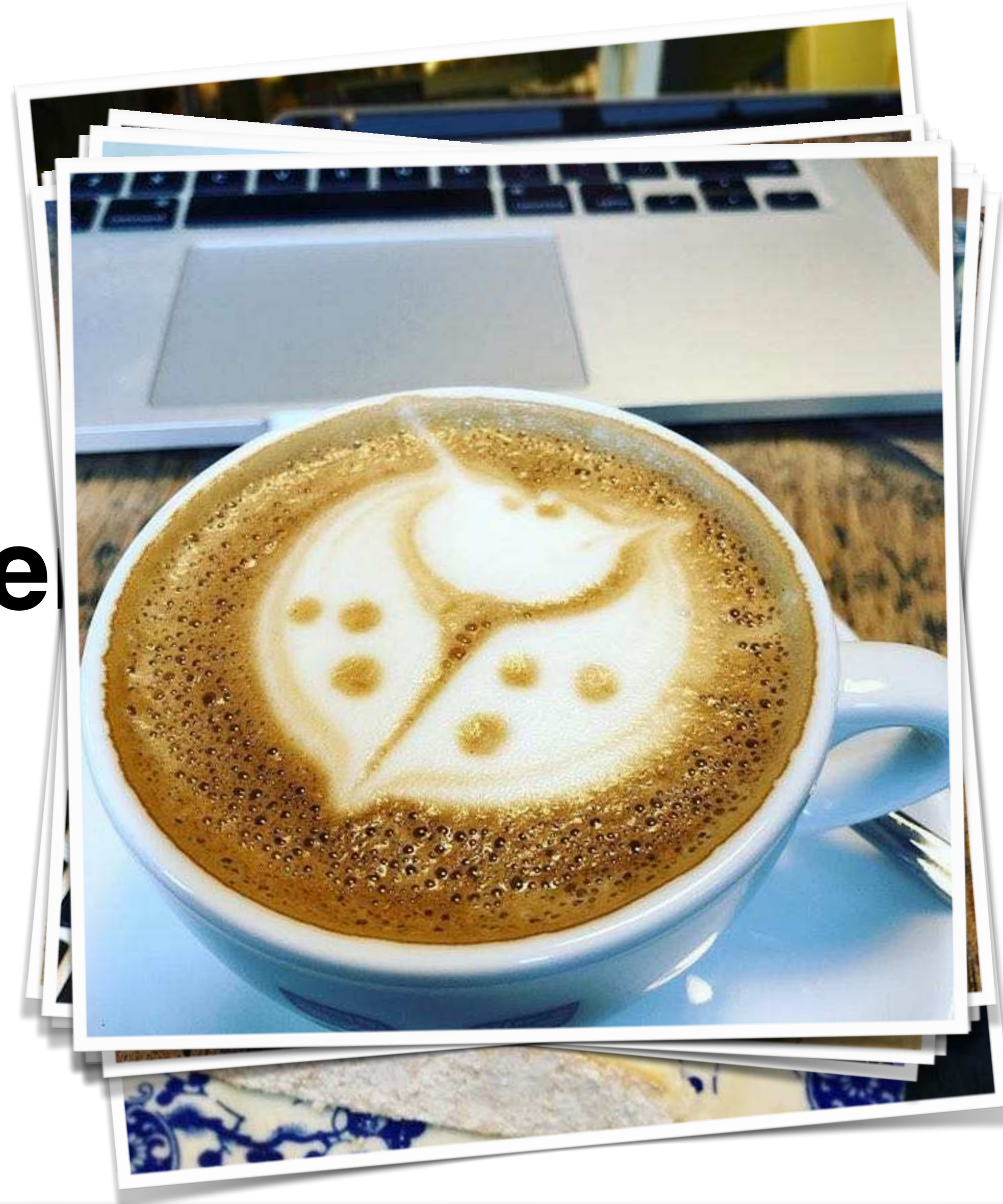
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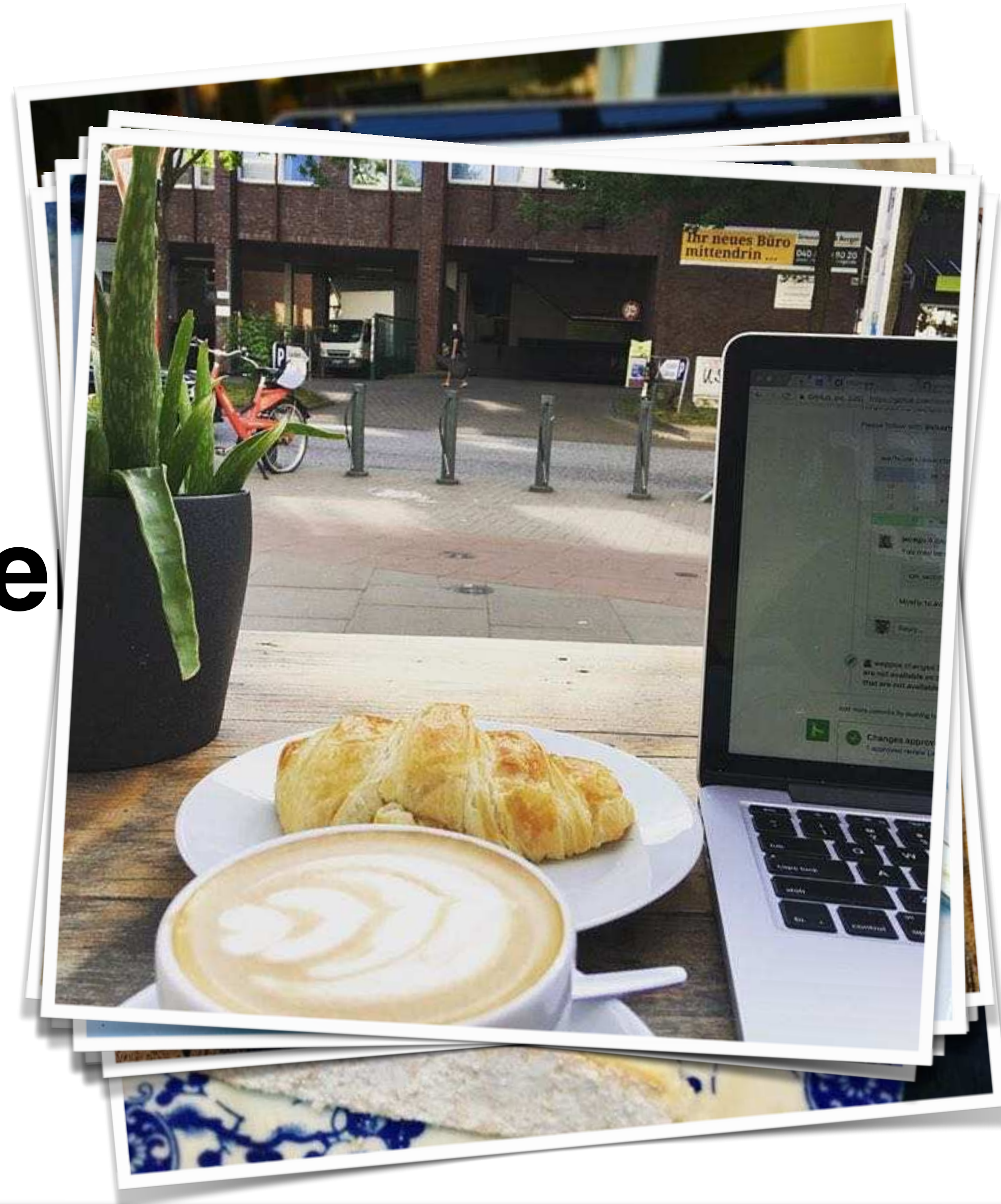
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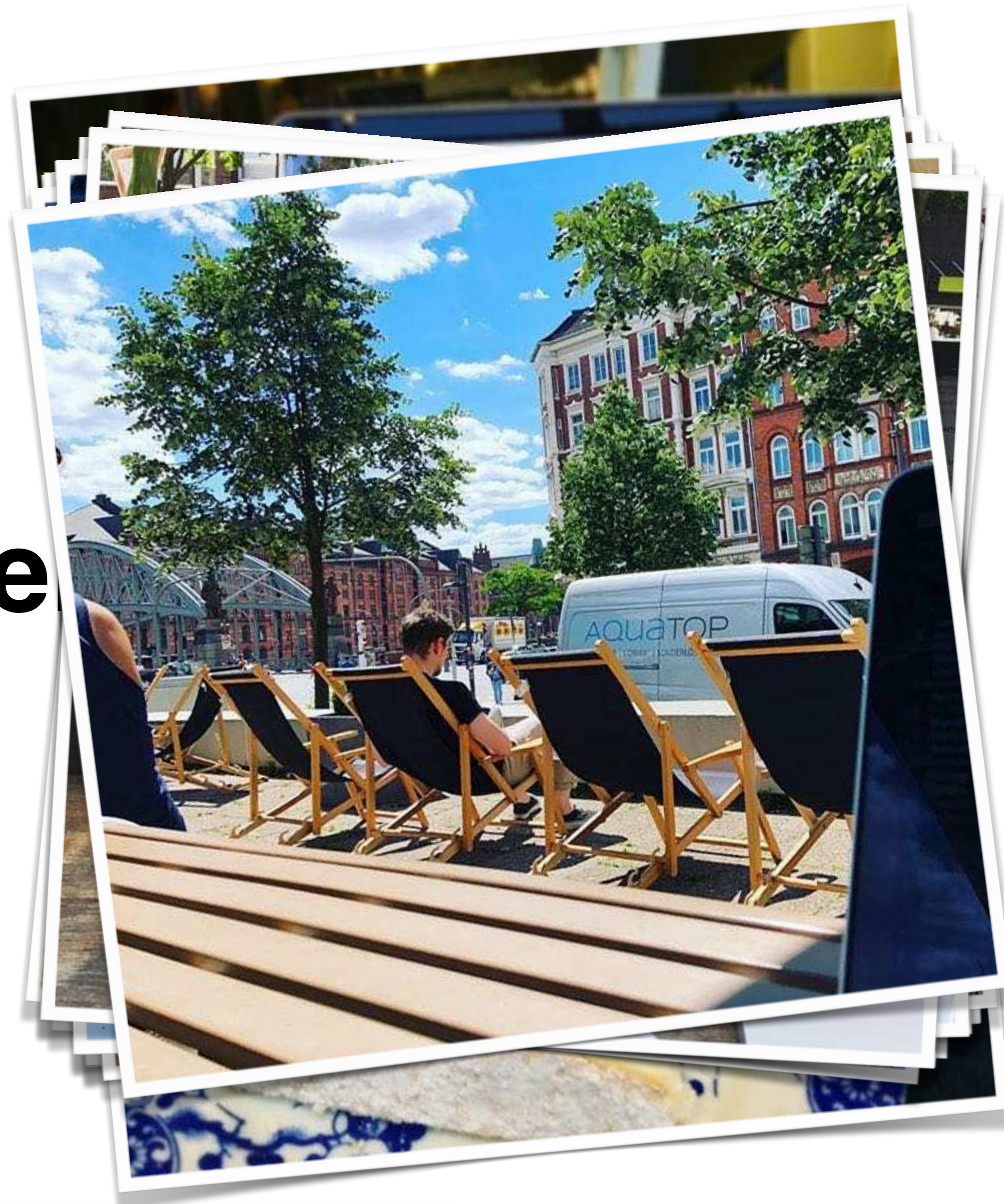
# Working re



# Working re



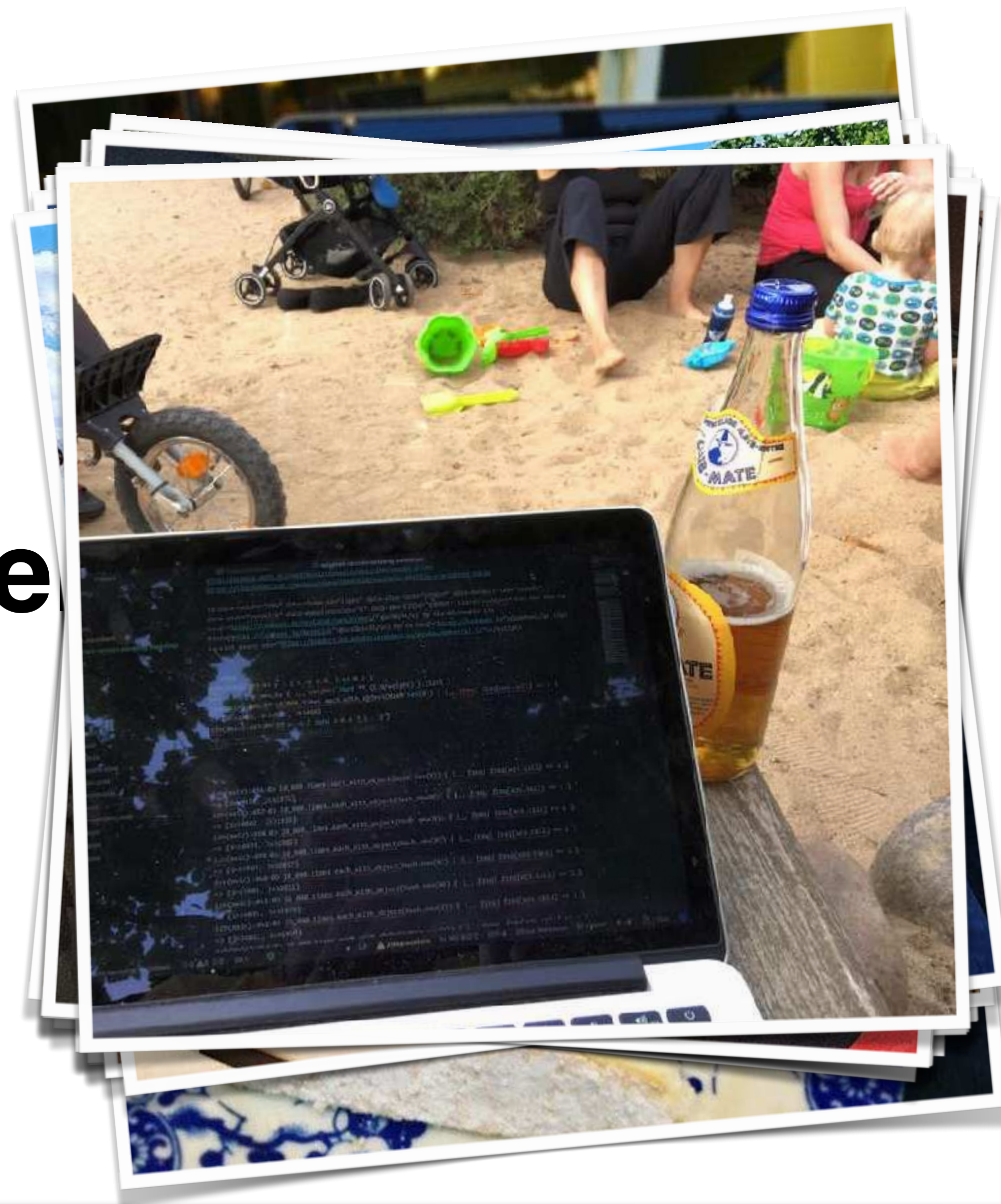
# Working re



# Working re



# Working re



# Working re



# Working remote is hard 🥲



Working remote is hard

# Faceless coworkers

👤 Ole Michaelis (you)

○ Amy Aronsohn 🏠

○ Andrew Rabbitt 🦊

● Anthony Eden ☀️

2 Anthony Eden, Corey ...

○ Corey Haines 🐈

👤 Javier Acero 🐈

○ Laetitia Eden

👤 Sebastian Hermida

● Simone Carletti 🙄

## How I see my co-workers

That is how I see them 48 weeks in a year.

Working remote is hard

# Language barriers

Working remote is hard

# Lack of direct feedback

Working remote is hard

# The *home* office

Working remote is hard

# The *home* office



Working remote is hard

# Lonely lunches

Working remote is hard

# Lack of social interaction

Working remote is hard

# Self motivation

Working remote is hard

# Darth Overwork





# How DNSimple works



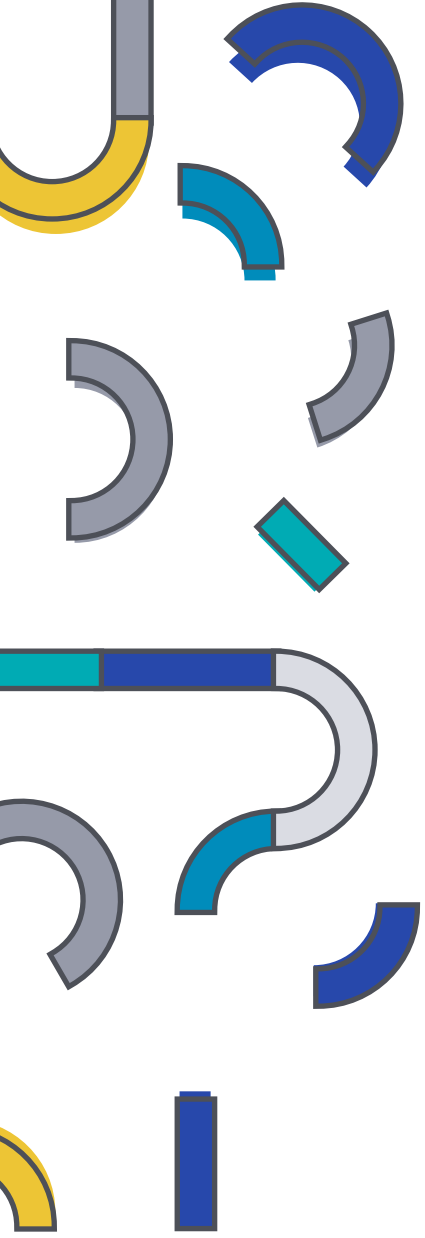
# Culture



## Open communication

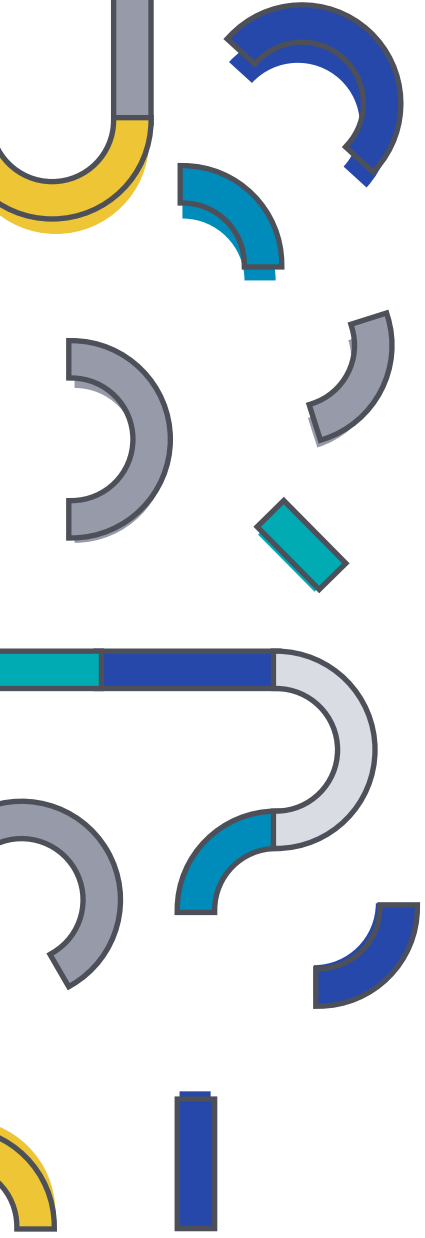
# DNSimple Culture





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Good morning, taking the kid to kindergarten and then head to the gym before starting my workday around 10AM at my favourite coffee shop.

## Regular face-time

DNSimple Culture

**#DNSummit**

# DNSimple Culture

**#DNSu**



# DNSimple Culture

## #DNSu



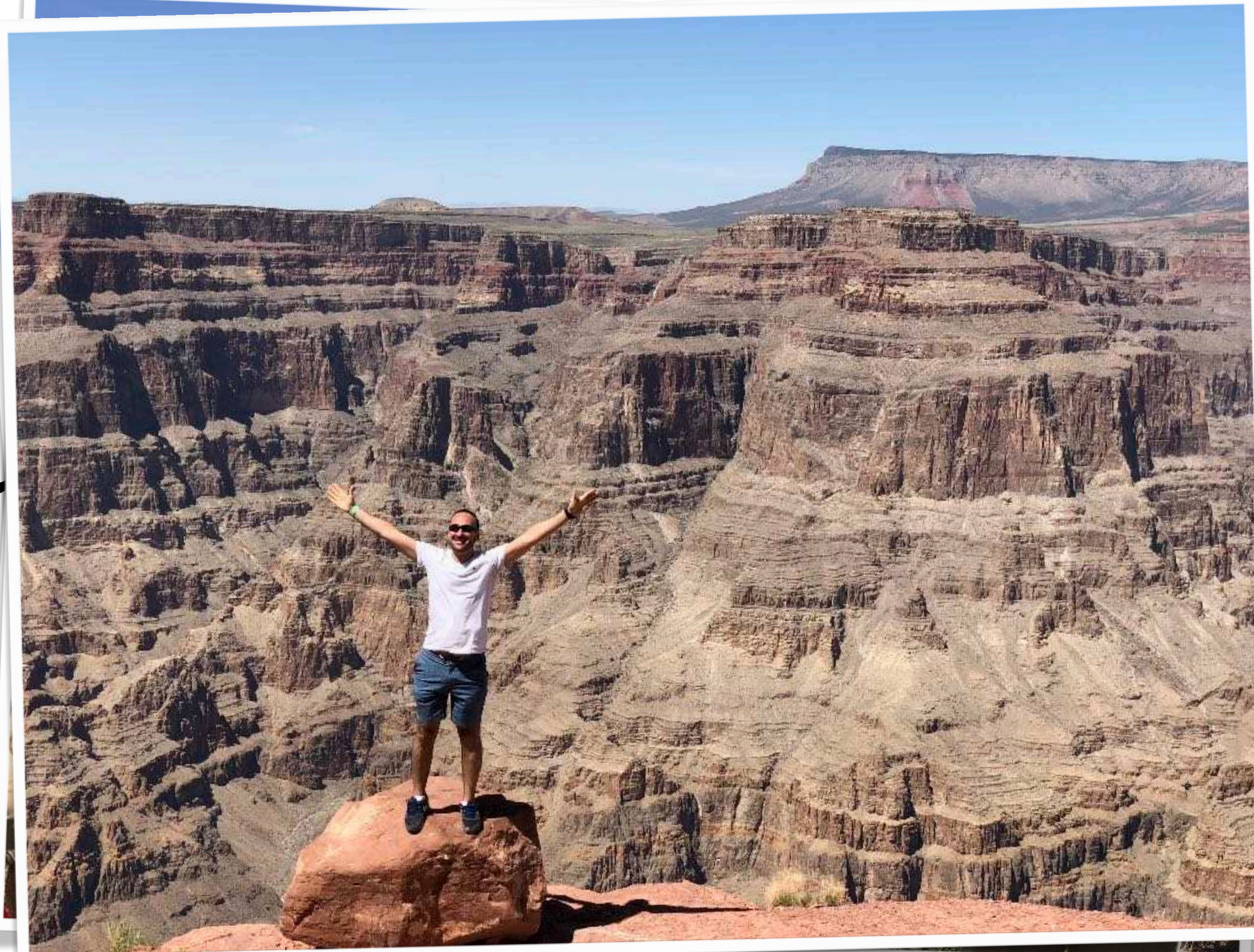
# DNSimple Culture

#DNSu



# DNSimple Culture

**#DNSu**



# DNSimple Culture

**#DNSu**



# DNSimple Culture

#DNSu



# DNSimple Culture

#DNSu



# DNSimple Culture

**#DNSu**



# Tools



**Slack 🙌 Company water cooler**

**GitHub 🙌 persistent communication**

## Video conferencing

## Video conferencing



# Six deadly sins of conference calls





# Six deadly sins of conference calls

1. Not checking your mic before the call



# Six deadly sins of conference calls

1. Not checking your mic before the call
2. Not grabbing your headphone before the call



# Six deadly sins of conference calls

1. Not checking your mic before the call
2. Not grabbing your headphone before the call
3. Showing up late



# Six deadly sins of conference calls

1. Not checking your mic before the call
2. Not grabbing your headphone before the call
3. Showing up late
4. Sit in a loud environment



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1. Not checking your mic before the call
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3. Showing up late
4. Sit in a loud environment
5. Being on your neighbours cats wifi



# Six deadly sins of conference calls

1. Not checking your mic before the call
2. Not grabbing your headphone before the call
3. Showing up late
4. Sit in a loud environment
5. Being on your neighbours cats wifi
6. Forgetting to mute your mic when you don't speak



# How I work

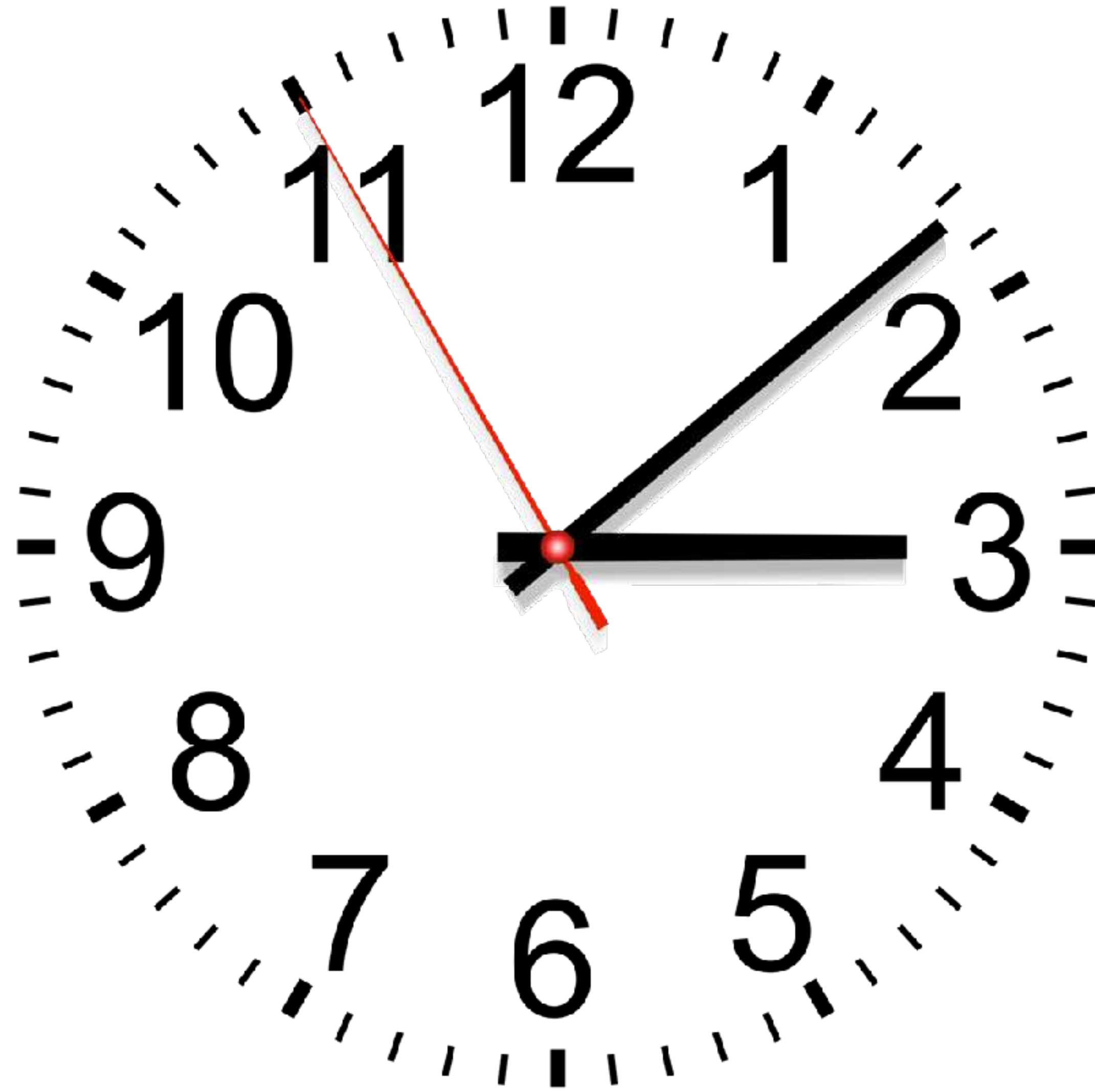
# Self-reflection is a must

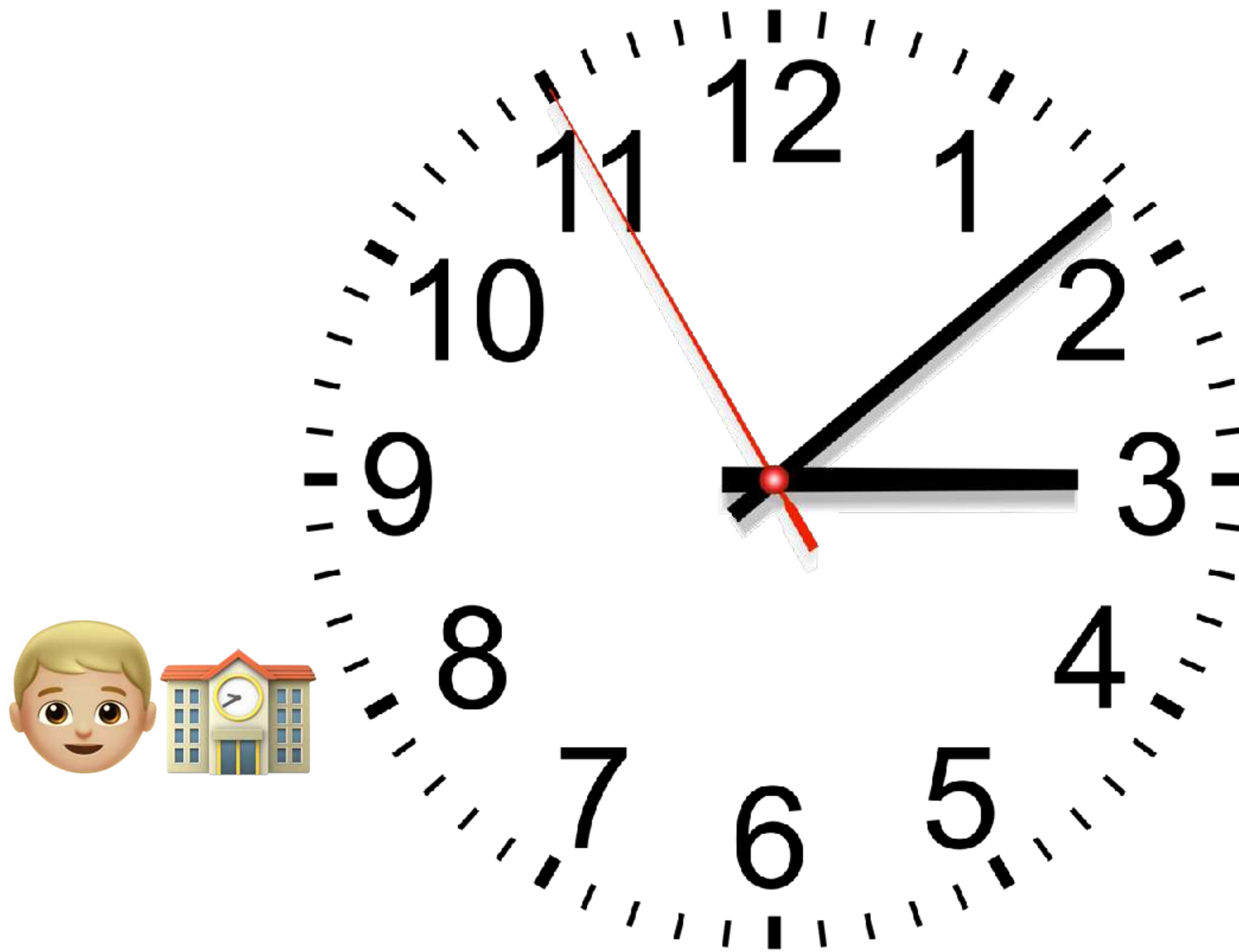


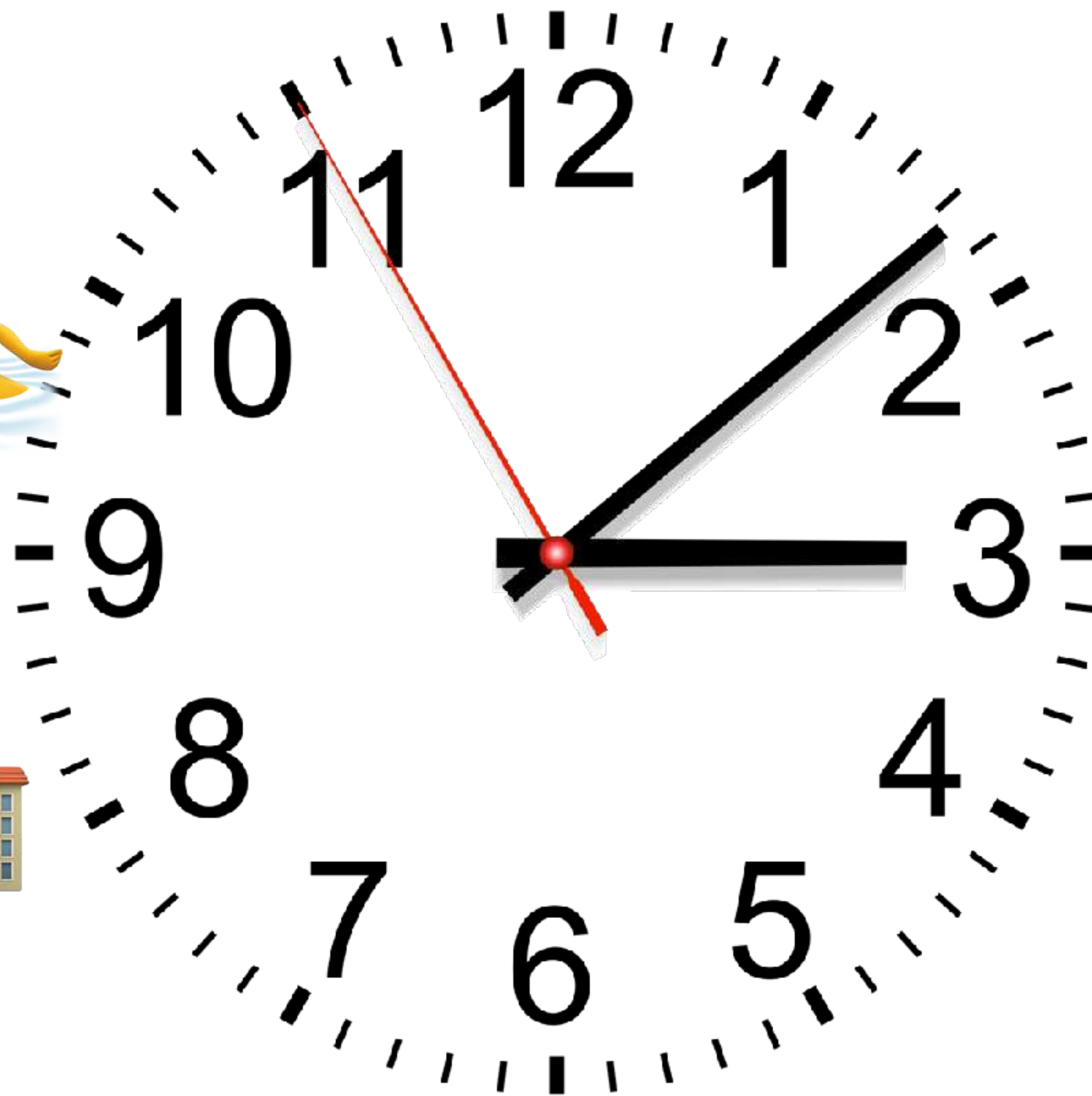
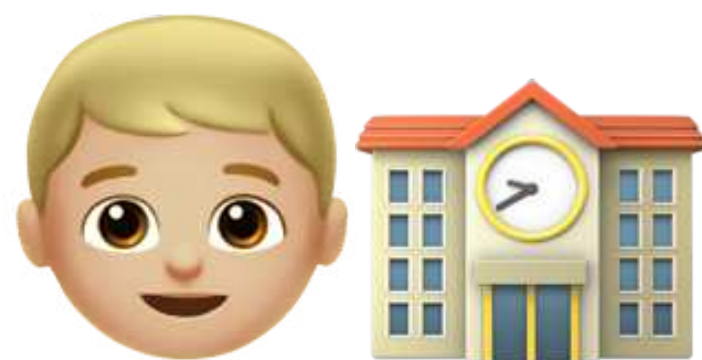
# Finding my rhythm

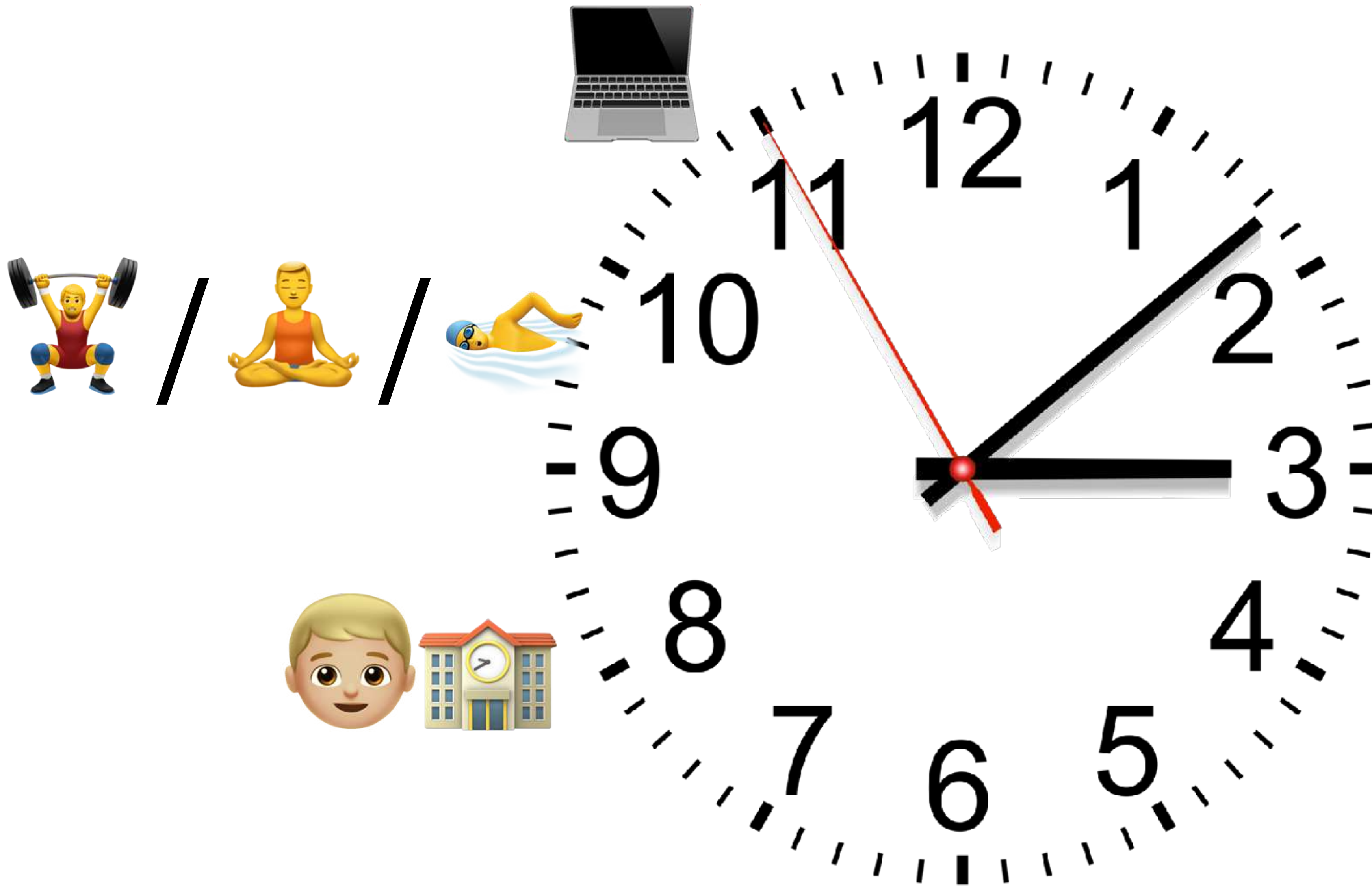


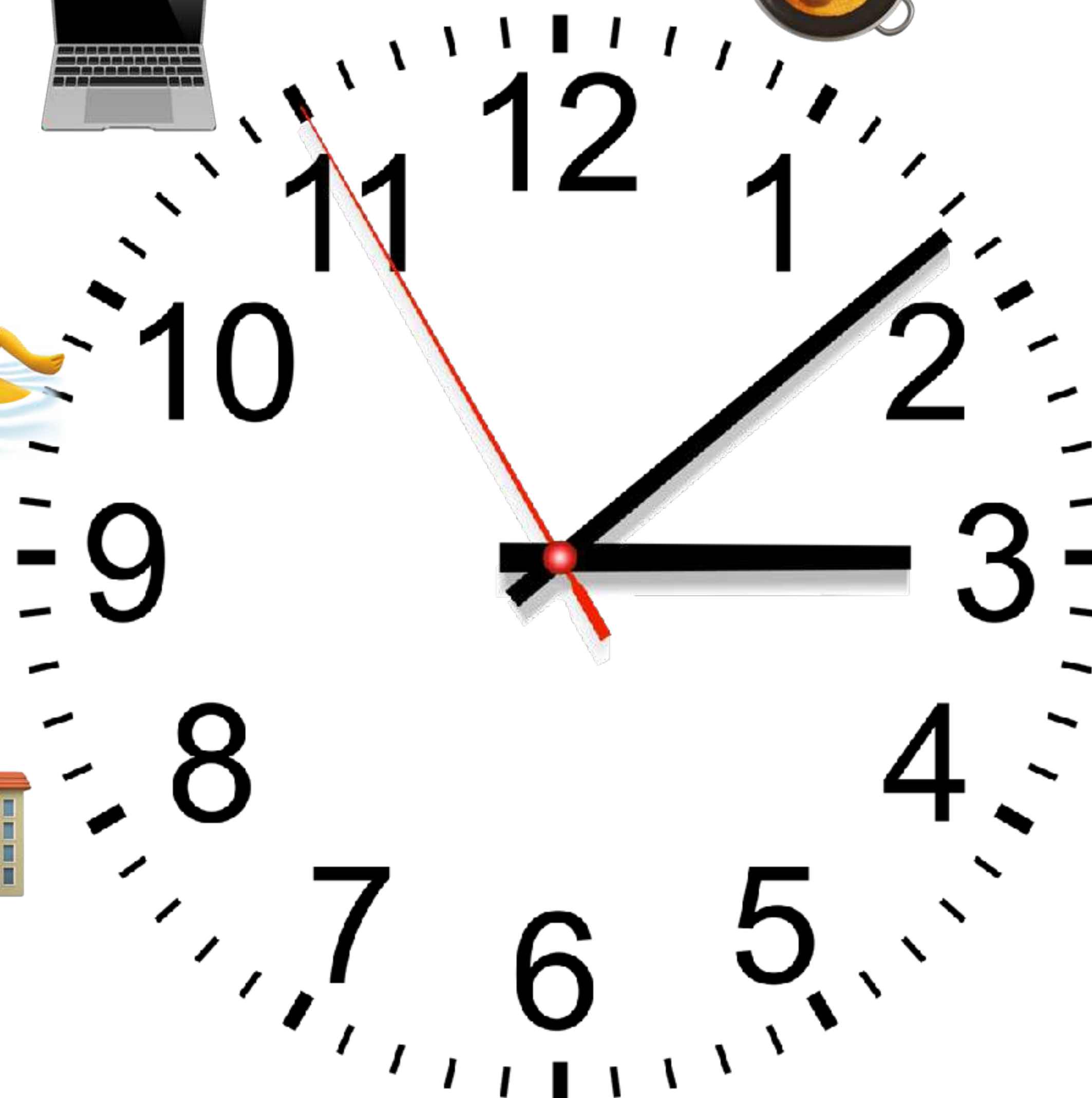
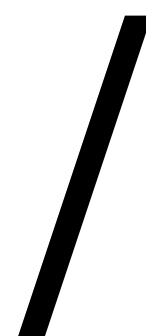
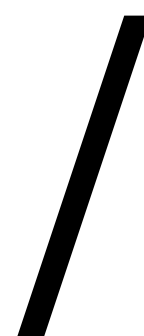


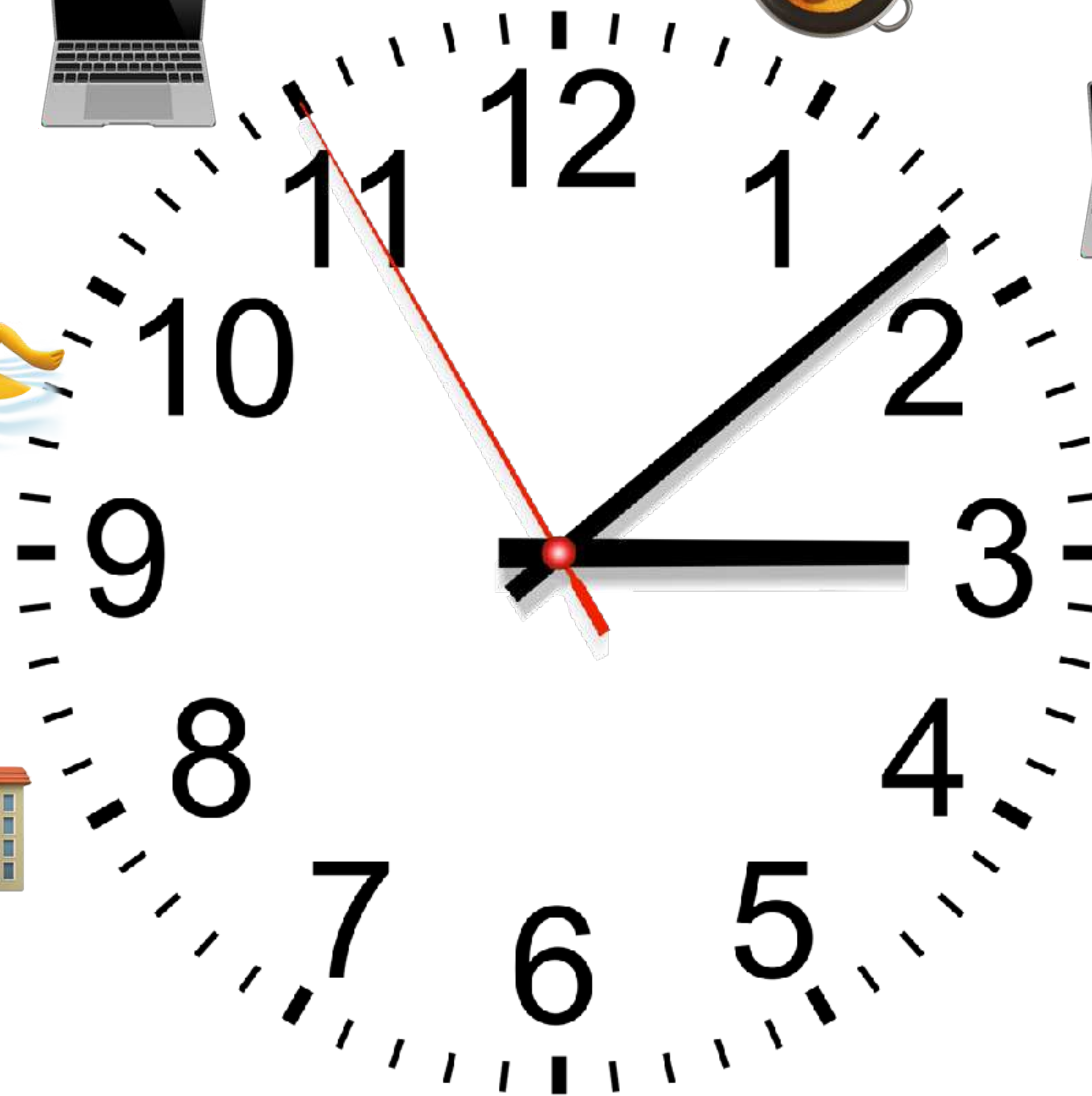
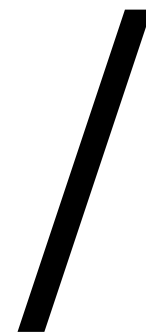
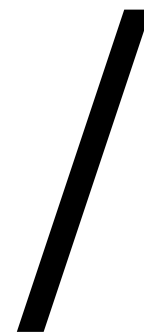


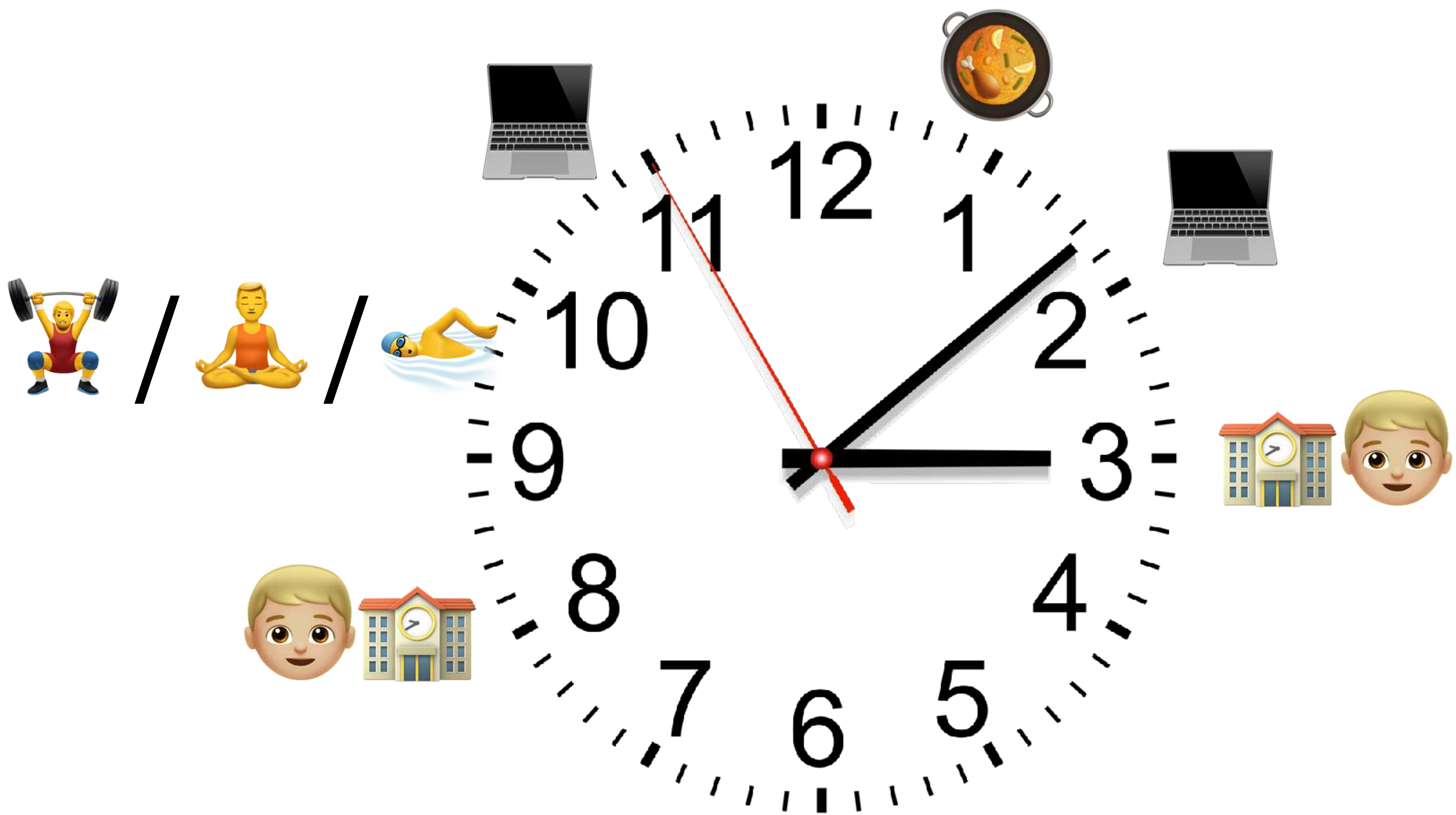


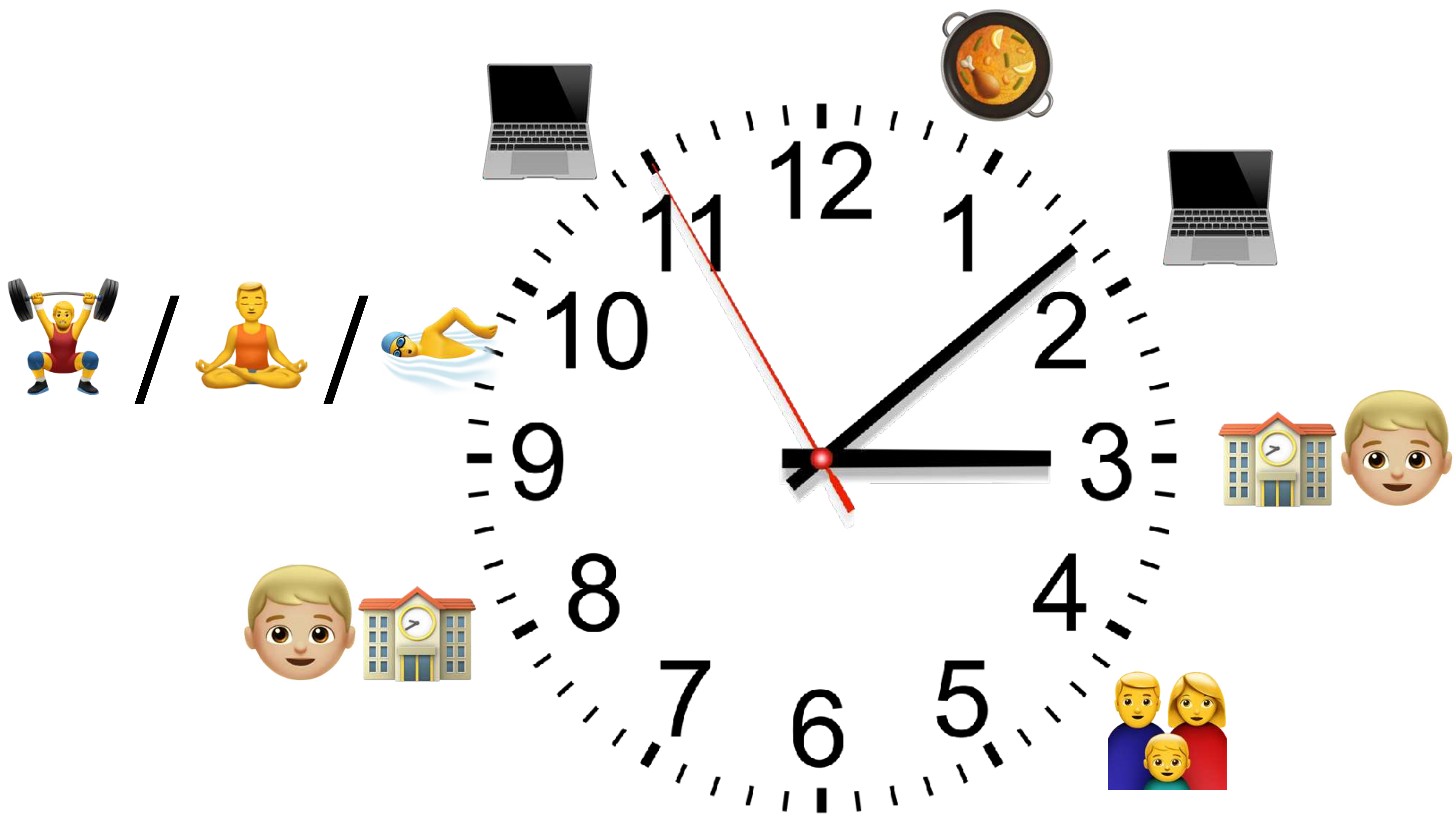














# Active social activity planning

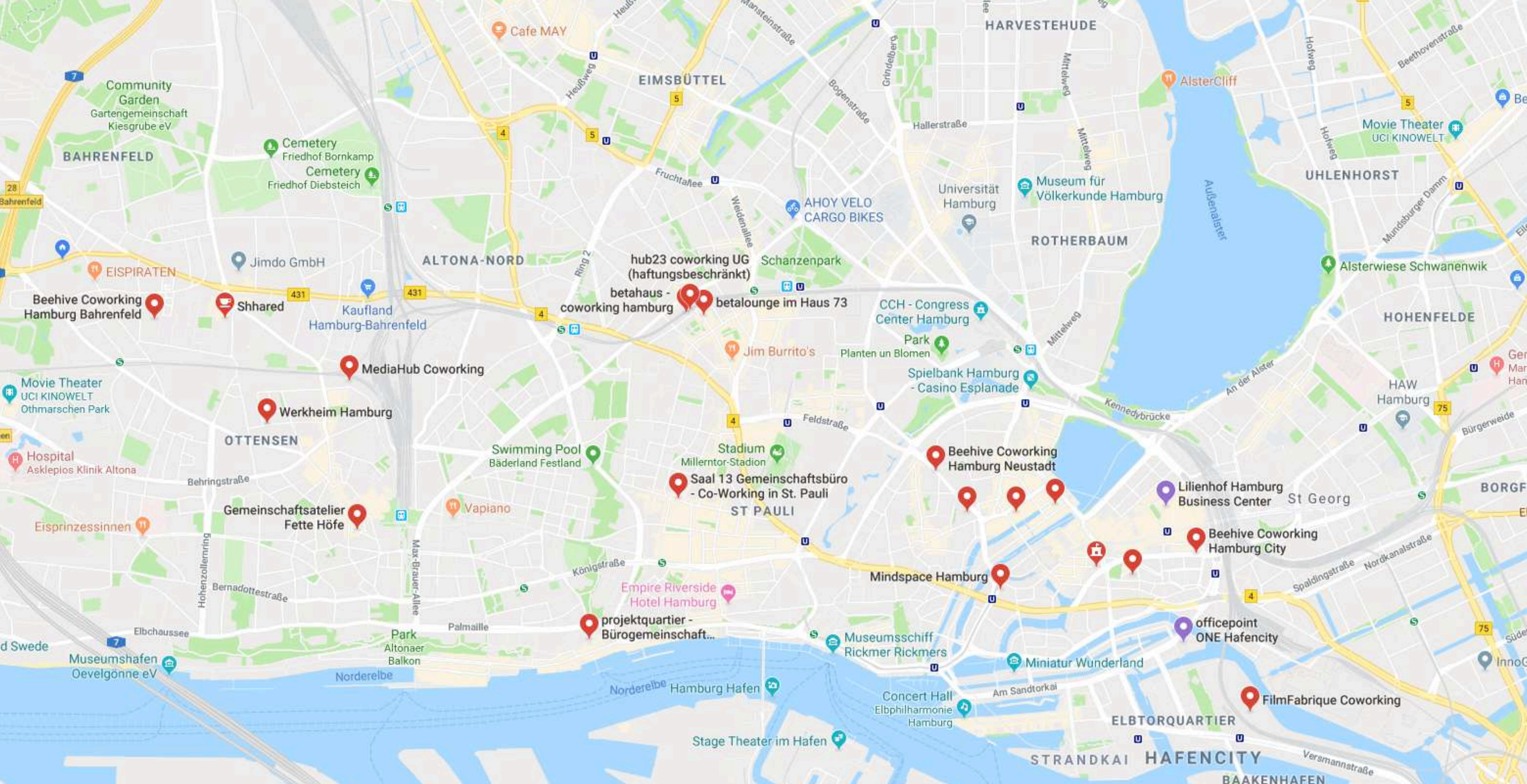


# Working NOT from home



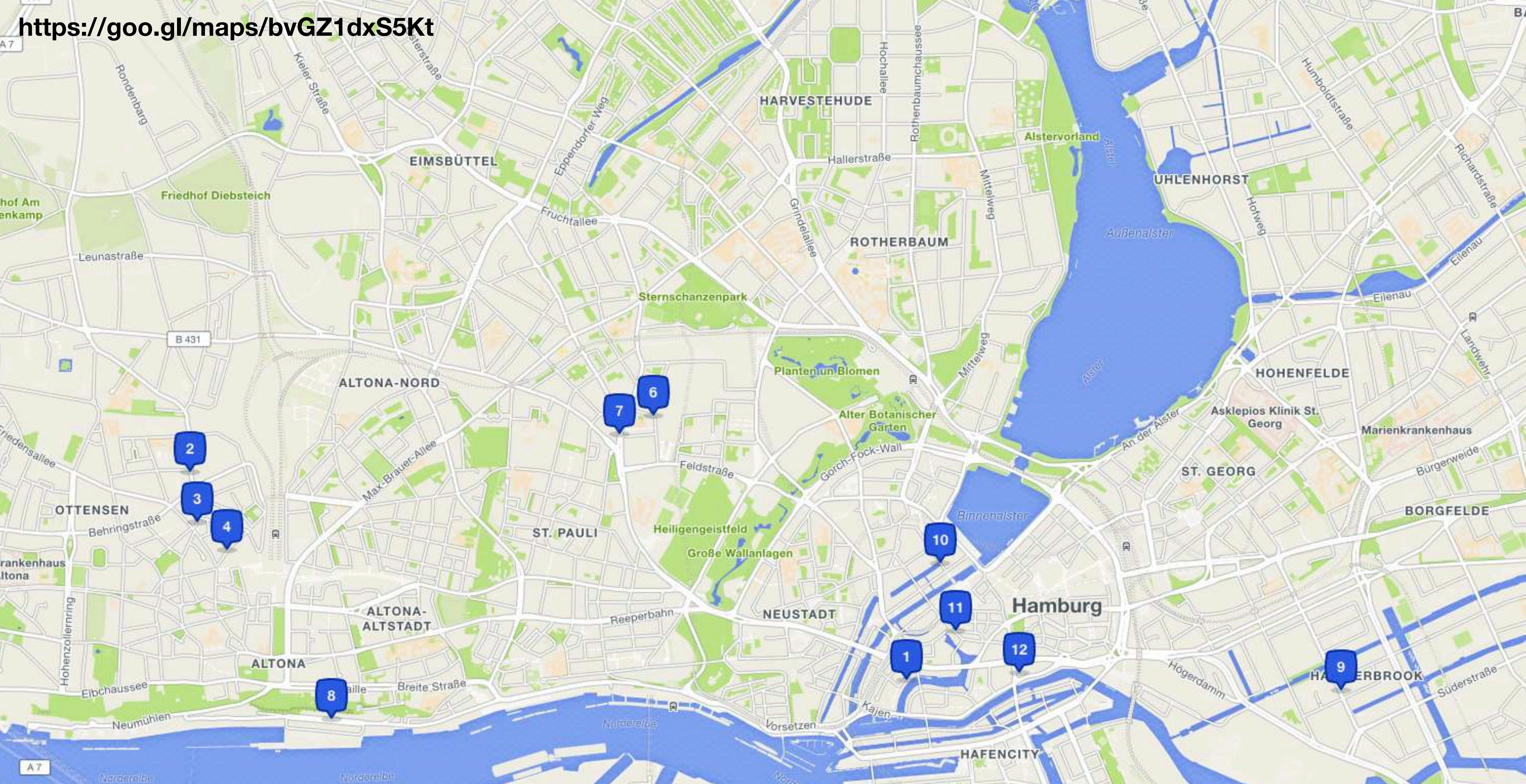
# Co-Workingspaces





# Coffeeshops

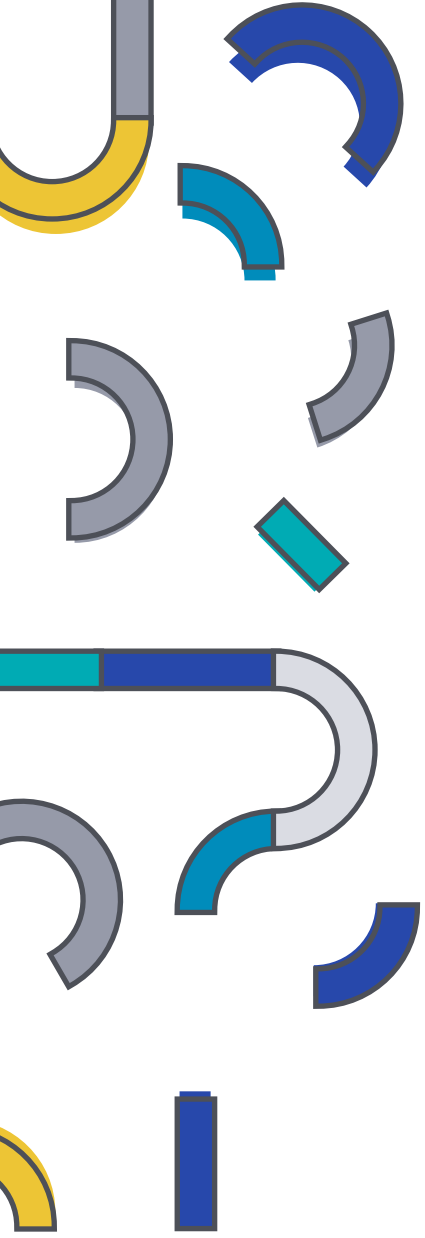




<https://goo.gl/maps/bvGZ1dxS5Kt>

# Conclusion 🥁





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# Work when *you* feel productive!

Anthony Eden

# It's fine!



# Thanks! 🥰🙏





# Questions?

## Ask now, or later:



**@OleMchls**



**ole@dnssimple.com**



# Ressources

1. <https://blog.dnssimple.com/category/culture/>

