

Remote Work the Good, the Bad and the Ugly

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Working From Home



What society thinks I do.



What my family thinks I do.



What my friends think I do.



What my clients think I do.



What I think I do.



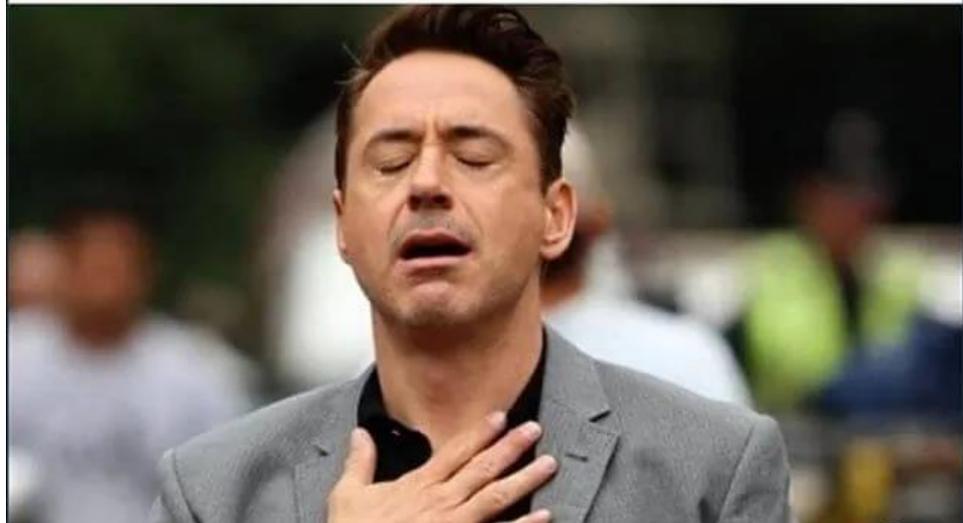
What I really do.

Story Time

- ▶ How we began with remote work - Covid

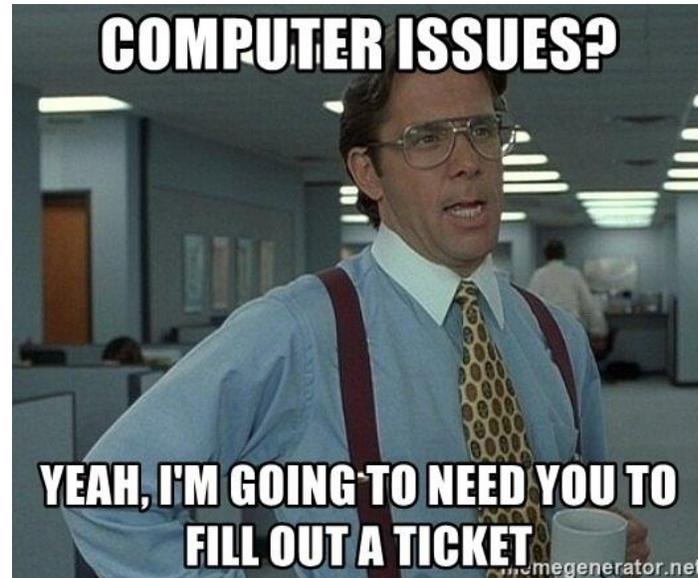
Scientists: The coronavirus is transmitted via human interaction

Programmers:



Story Time

- ▶ Decision Time - How did we set up remote work?
- ▶ What were the immediate issues that came up?



Story Time

- ▶ Kids now home
- ▶ Everything is closing down, essentials only
- ▶ Essential jobs vs unessential jobs
- ▶ How do we navigate this?



Story Time

- ▶ Summertime - hybrid changes
- ▶ Lessons learned thus far

Work from home



Expectation

Reality

Story Time

- ▶ The new normal

Types of Home Offices



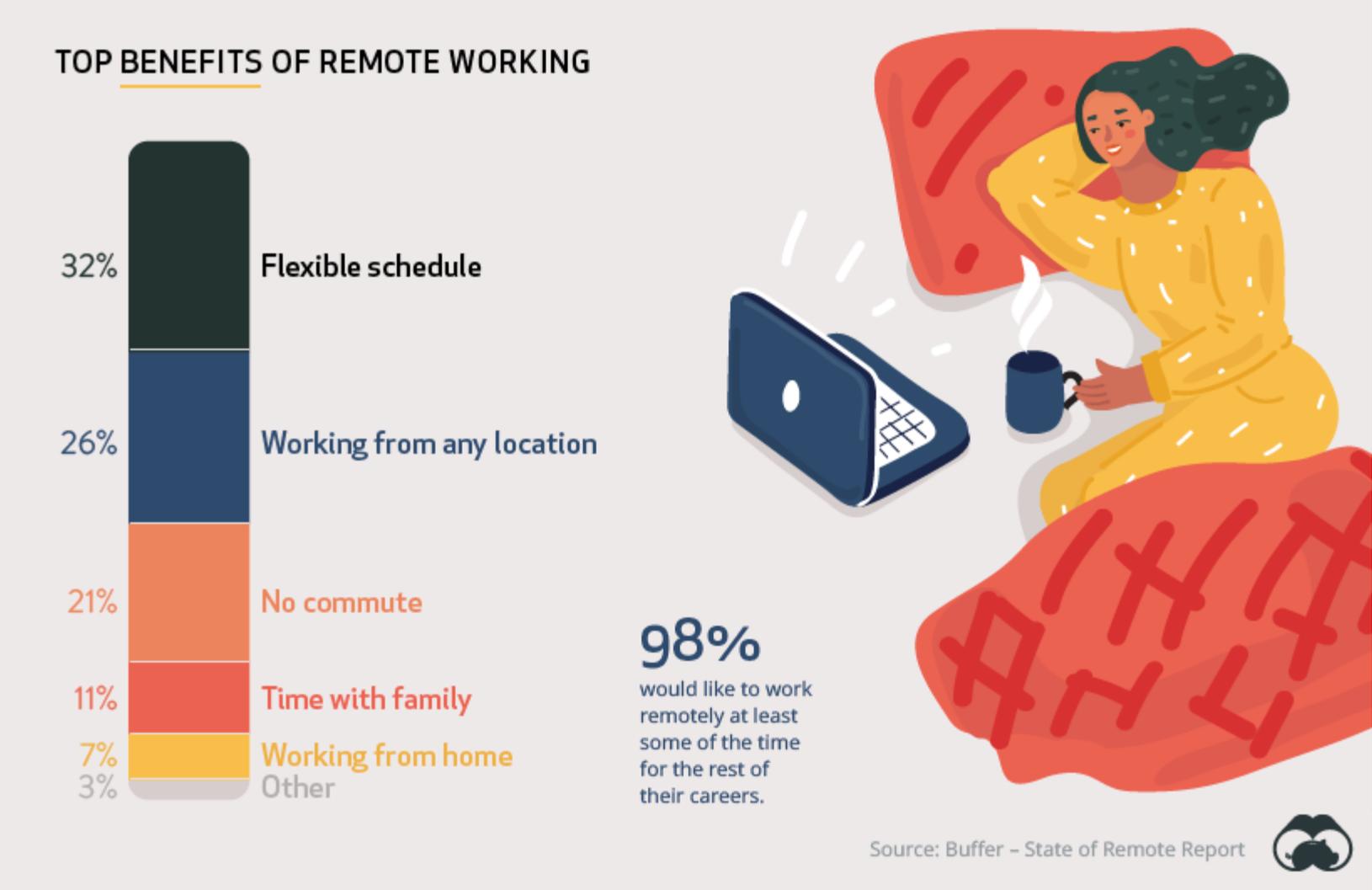
UVMCC Work From Home

- ▶ Discuss Remote Workgroup
- ▶ Determine top issues
- ▶ Develop a plan
- ▶ Execute the plan

UVMCC Work From Home

- ▶ Policies and Procedures for work from home
- ▶ Categorizations of roles jobs
- ▶ Furniture output
- ▶ Ongoing work

Benefits of Remote Work



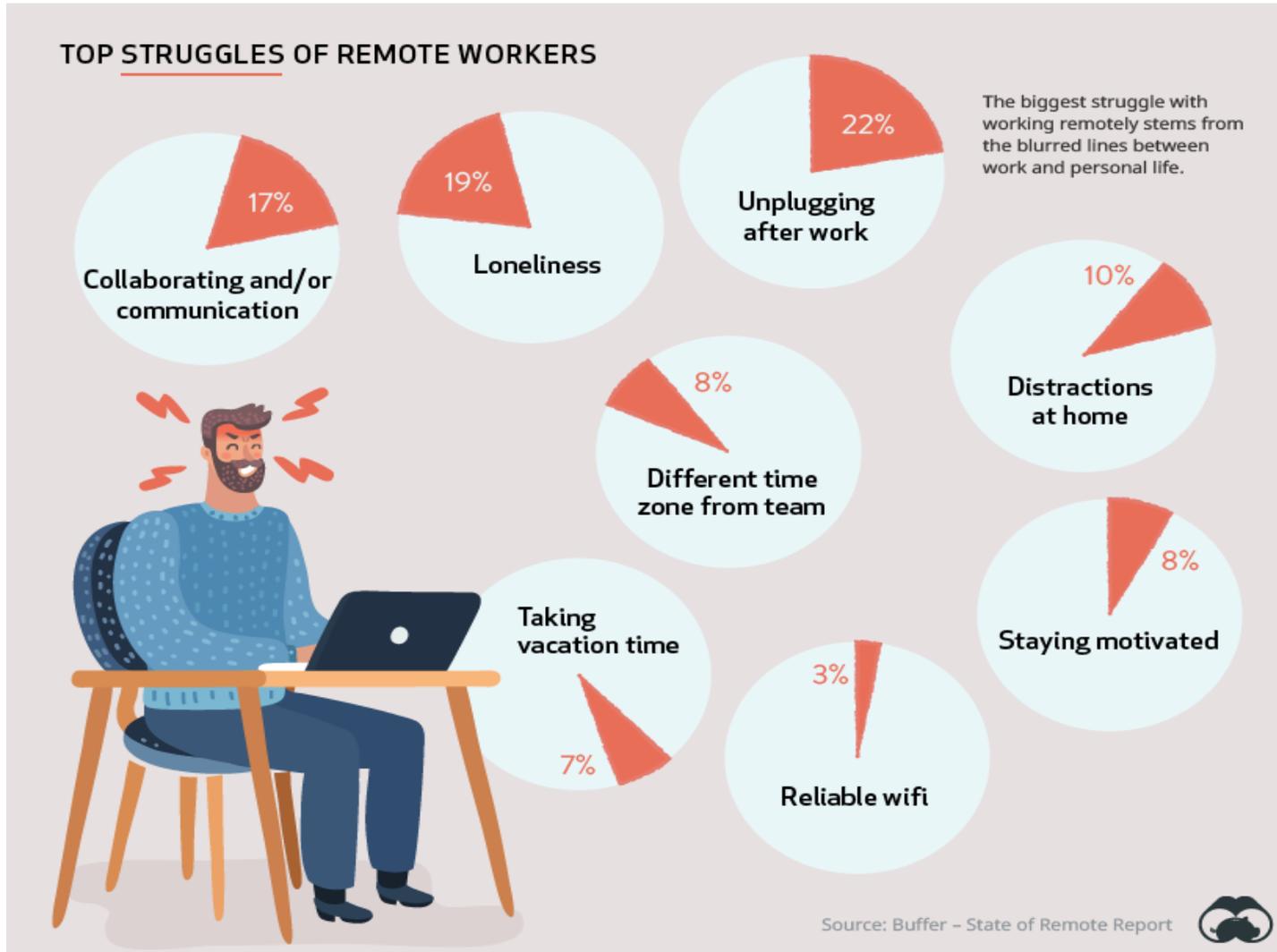
Benefits of Remote Work - Employees

- ▶ More life balance less travel and work
- ▶ Flexibility
- ▶ Own environment - comfortable spaces
- ▶ Health
- ▶ Cost savings for gas, wear and tear on vehicle

Benefits of Remote Work - Businesses

- ▶ Improved employee experience
- ▶ Decreased infrastructure costs
- ▶ Increased productivity
- ▶ Ability to work when otherwise were unable to (ie: snow storm, etc.)
- ▶ Greater pool of candidates if can recruit nationally.

Disadvantages of Remote Work

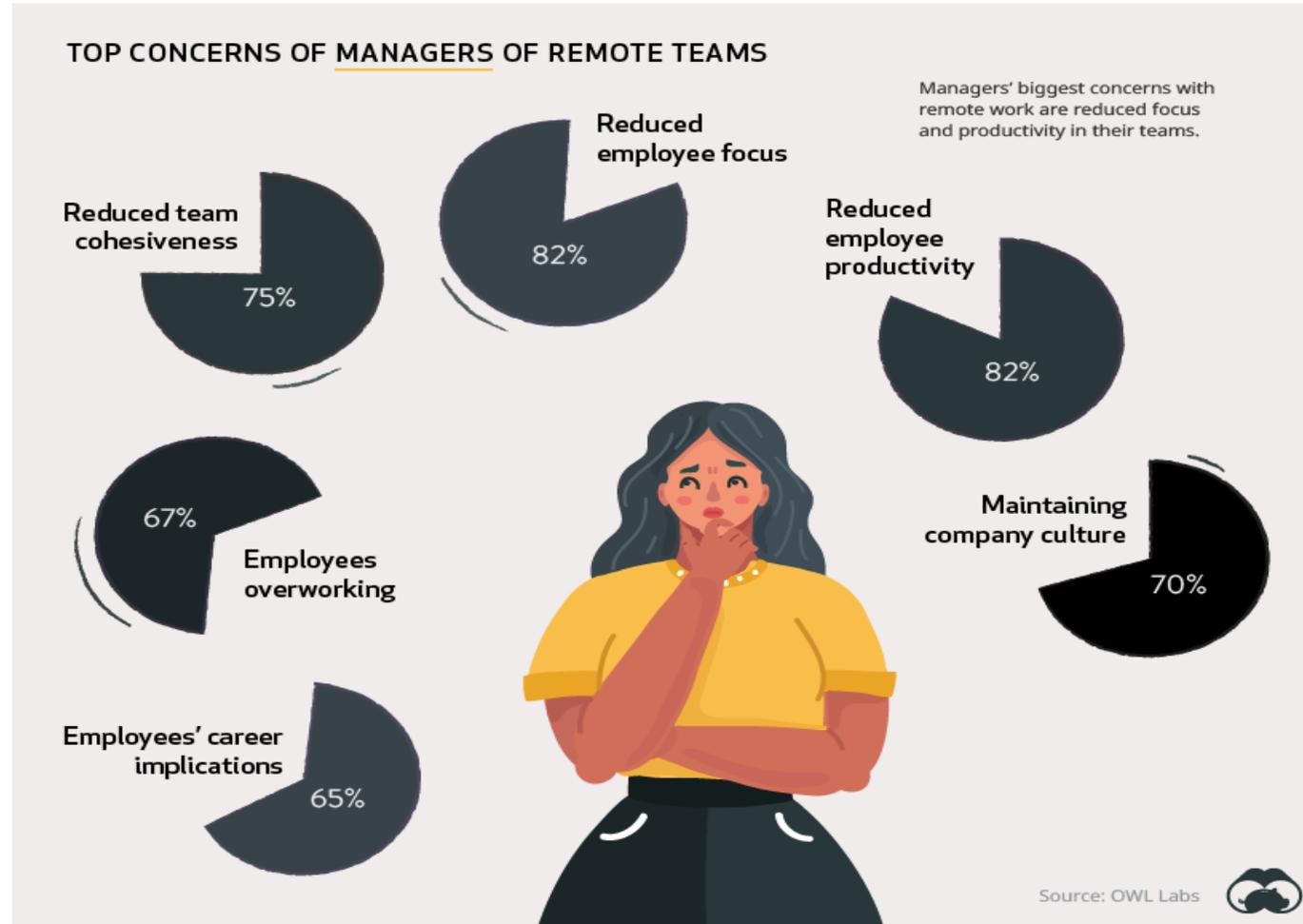


Disadvantages of Remote Work

- ▶ Collaboration/Communication
- ▶ Technical difficulties
- ▶ Lack of relationship building, upkeep
- ▶ Interruptions from children, pets, etc.
- ▶ Lack of space or set up
- ▶ Distractions - household chores, tv, etc.
- ▶ Staying motivated
- ▶ Overbooking of schedules - no need to travel between meetings



What we don't want to talk about



What we don't want to talk about

- ▶ Not understanding how to manage this new world
- ▶ How do you lead like this
- ▶ How do you monitor productivity
- ▶ What if they are doing household chores? Do we care?
- ▶ What we once knew is no longer the case
- ▶ Unpaved roads - haven't navigated
- ▶ Tired of sprinting



Where do we go from here

- ▶ Success - treat it as you are going into the office, get ready for the day
- ▶ Create space to work that is just for that purpose
- ▶ Set policies and procedures that are conducive to the new environment
- ▶ Expectations/Reset the tone
- ▶ Create structures that work and fill the gaps
- ▶ Remote work is not going away

How to prepare for a Zoom meeting



Considerations for Work from Home

- ▶ Will this work for your team? Fully Remote, Hybrid?
- ▶ Ergonomics
- ▶ Providing amenities - furniture, etc.
- ▶ Policies - Do you pay them when the power is out or not?
- ▶ Expectations/Setting Good Habits

Resources to Look At

- ▶ Easy to find information online
- ▶ There isn't a one size fits all
- ▶ Find out what your organization's approach is
- ▶ [The ultimate list of working from home \(WFH\) resources \(filestage.io\)](#)
- ▶ [15 Questions About Remote Work, Answered \(hbr.org\)](#)

Questions?