



# 3 Keys to Remote Team Success

Andrew Lombardi  
@kinabalu



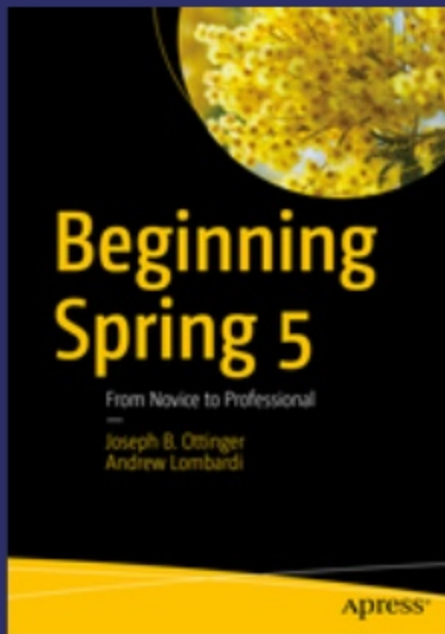
# About Me

# About Me

- 20 Years in Business
  - 11x @ Java2Days
  - Published Author
- Software Consultants & Speakers
  - Invented the Internet

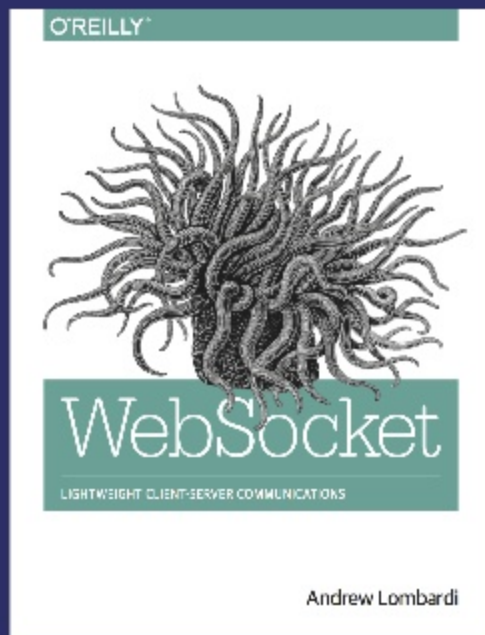
To our success!

# Beginning Spring 5



<https://bit.ly/beginningspring5>

# WebSocket



<https://bit.ly/websocketbook>

63

бургас

Лана ракия

произведена по класическа  
селекционирано грозде

# 3 Things

- Clarity
- Assessment
- Winning



# Why Don't You Delegate?



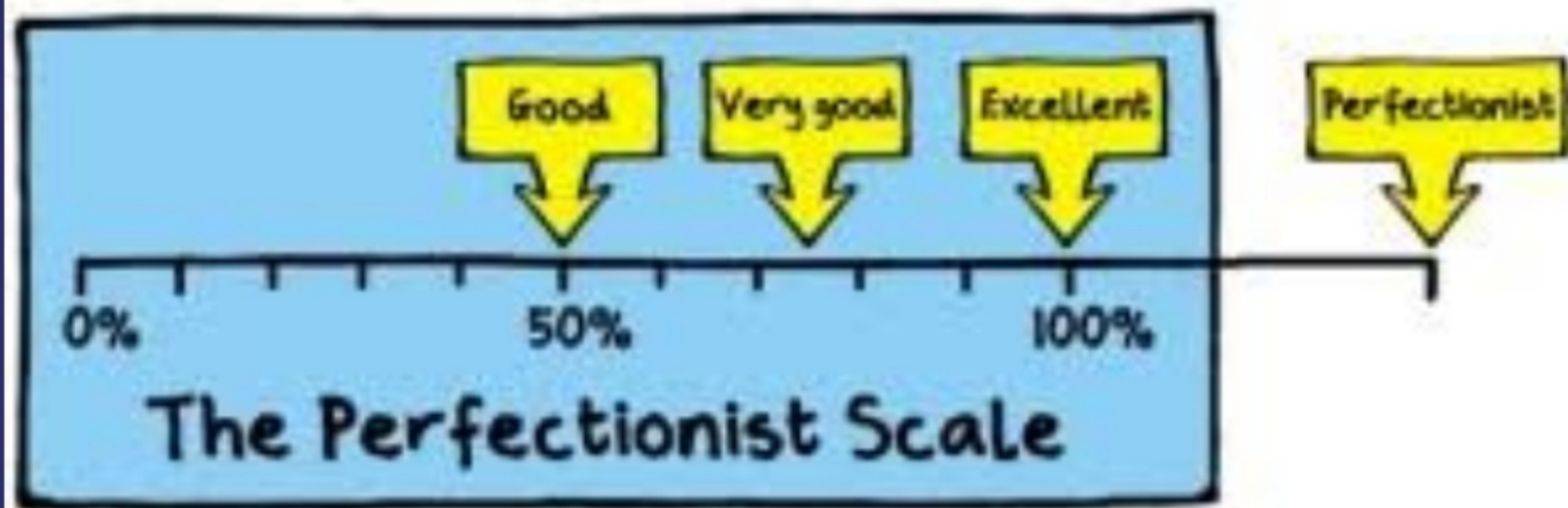
*"I am the only person who can do this..."*

*"Faster if I do it myself..."*

*“My employee/contractor has to do this exactly the same way I do it and exactly as well.”*

**PERFECT  
IS THE ENEMY  
OF GOOD.**

———— **Voltaire**



© Bev Webb 2012

[www-the-square-peg.com](http://www-the-square-peg.com)

# Remote Working



What my friends think I do



What society thinks I do



What my coworkers think I do



What my boss thinks I do



What I think I do



What I really do

**JOB EXCHANGE**  
THE GIG ECONOMY

**Guidelines,  
not  
algorithms**



# Benefits

- Reduced commuting time
  - Wider talent pool
  - Lower costs
- Better use of technology
  - Increased productivity

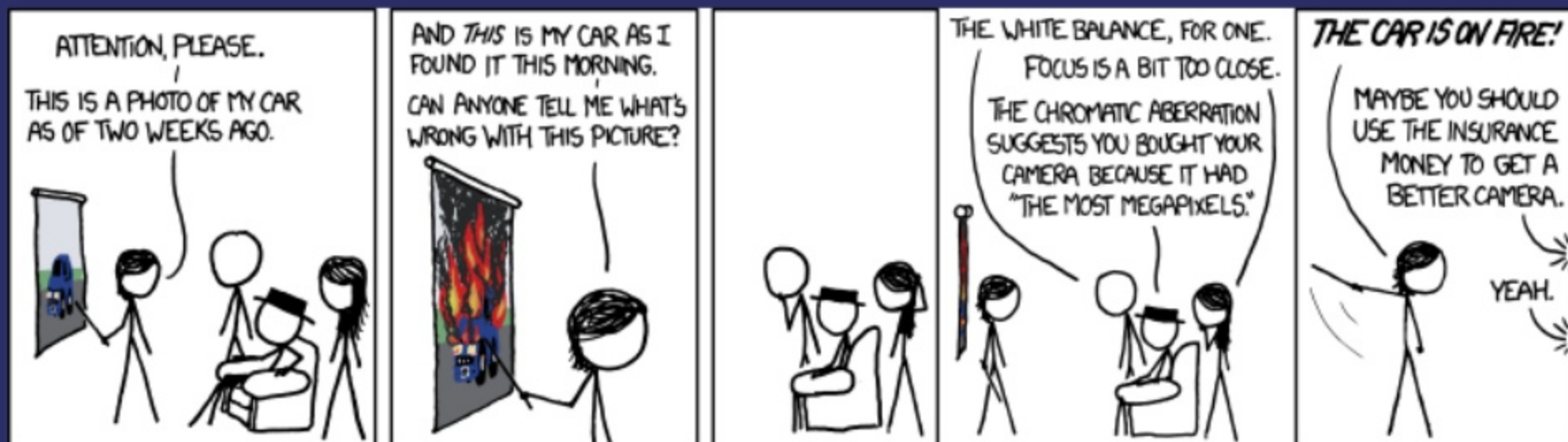
# Communication Tools

- Zoom/Google/Hangout/Skype
  - Issue Tracking
  - Slack / HipChat / etc
  - Email
  - Phone
  - In-person

# Clarity

Define with clarity what you need to achieve.

# Be specific.



# Start with why

# Reticular Activating System

***You get more of what you re-inforce. If you provide clarity, you'll receive it from your team.***

Emojis and GIFs can communicate feeling and intent





# Time zones, culture and you

## Time Zone Converter – Time Difference Calculator

Provides time zone conversions taking into account Daylight Saving Time (DST), local time zone and accepts present

Sort By: -- Custom -- 

 Sofia, Bulgaria  
EET (UTC +2)

Click to set date  
Thu, Mar 14, 2019

3:00 pm



 New York, NY, USA\*  
EDT (UTC -4)

Thu, Mar 14, 2019

9:00 am



 Los Angeles, CA, USA\*  
PDT (UTC -7)

Thu, Mar 14, 2019

6:00 am



 x delete



# Building rapport

- Learn about your people
  - Build connections
  - Clear boundaries


Have a plan.  
Be ready to throw it out and iterate

Identify roles and responsibilities

Set clear boundaries and expectations




# Calendly



Michael Sharrett

**30 Minute Meeting**

 30 min


Select a Date & Time

March 2019

<

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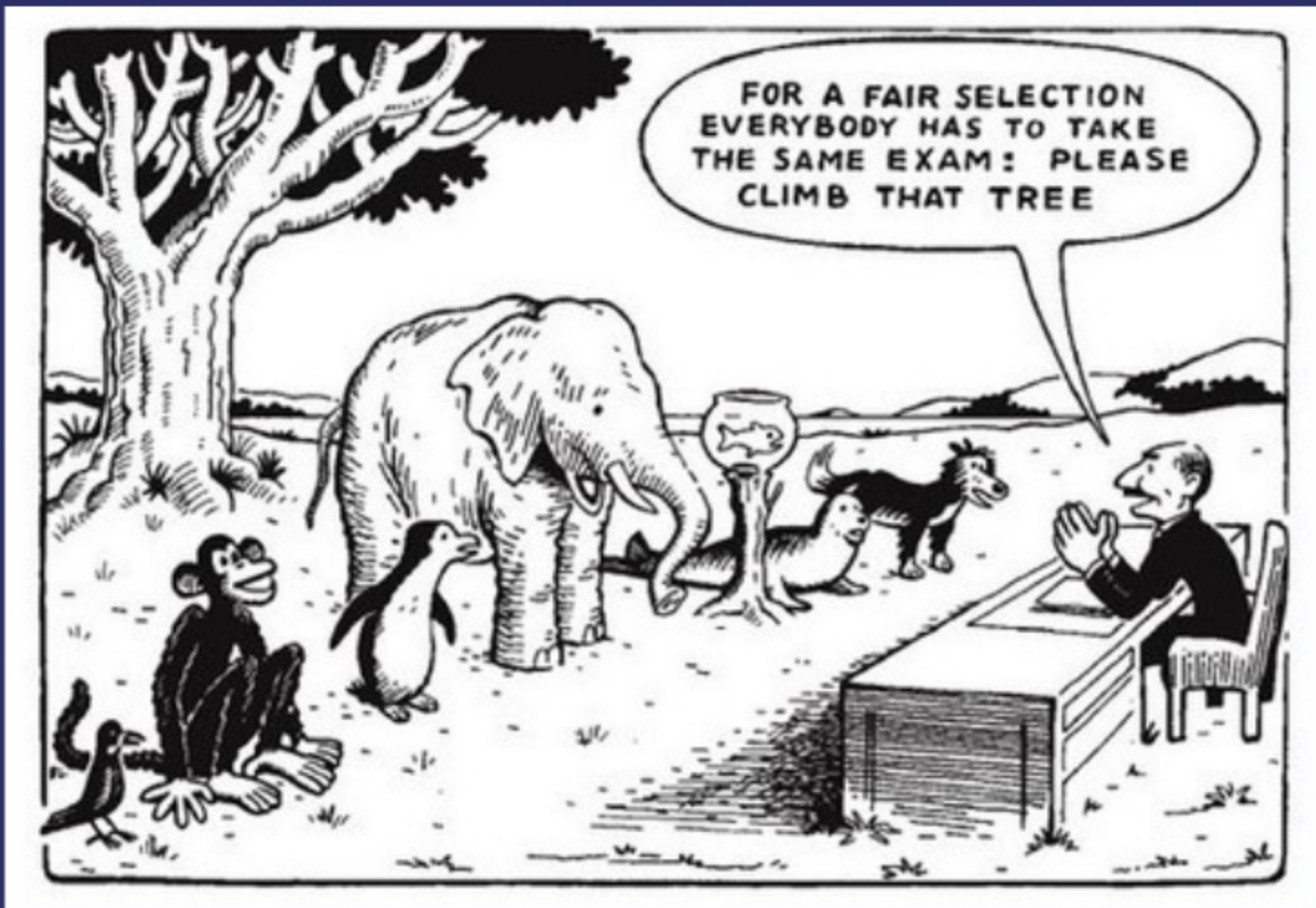
SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

 Pacific Time - US & Canada (6:47am) ▾

# Assessment

**Any delegated task has a set of necessary skills to develop and/or have**

**Assessment** - *the evaluation or estimation of the nature, quality, or ability of someone or something.*



*A resumé / Linked-In is a poor representation of  
actual skill*

*Small projects with little risk are assessment  
goldmines*

*Referrals are jewels*



*Trust, but verify. Assessment isn't only an initial task*

# Winning

*How can your team win? They'll move mountains for you if they know you'll help them win and that you support them.*

**Winning** - *gaining, resulting in, or relating to victory in a contest or competition.*



Dave  
Coverly

"DARN!"

**Your team  
knows things  
you don't**

**Help them  
with mindset**

# **Celebrate the success**

# **Takeways**

- Clarity
- Assessment
- Winning



# Край на разговора

# Q & A

**Andrew Lombardi / @kinabalu**

**Mystic Coders, LLC**

[bit.ly/beginningspring5](http://bit.ly/beginningspring5)  
[bit.ly/websocketbook](http://bit.ly/websocketbook)