



# Remote Working / Asynchronous Working

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# My Background

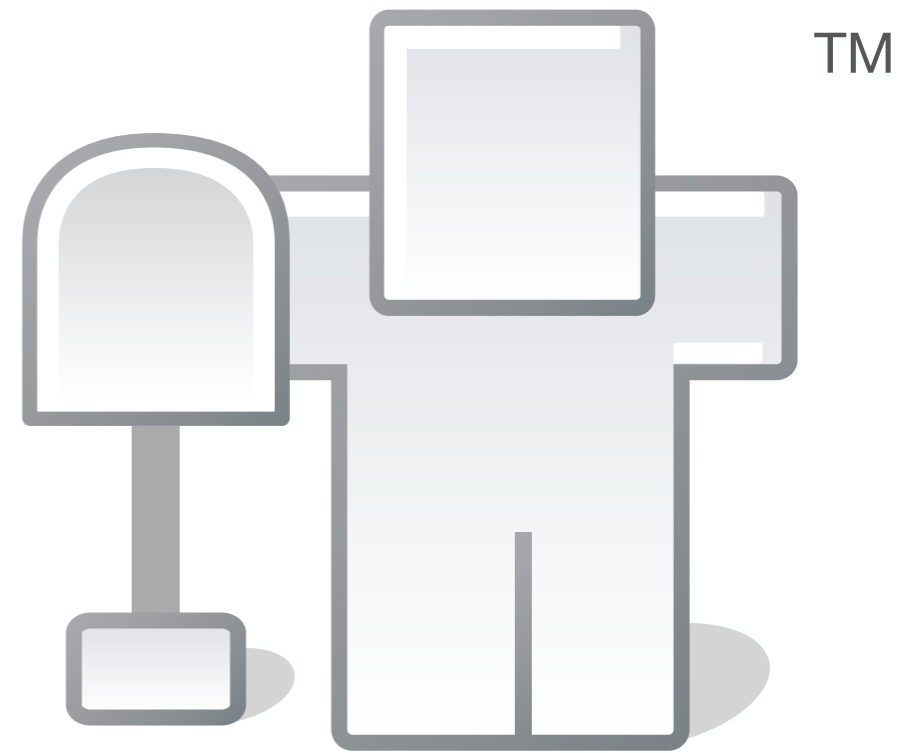
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... and why I'm giving this talk





**diggy**™

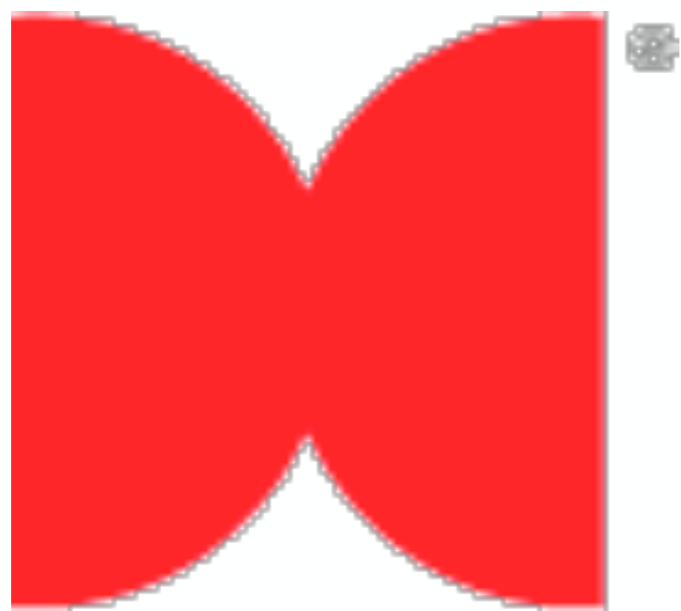






The PHP Company





*Goodsie*



\*mojolive







php[**architect**]



# Benefits of

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... hiring remote workers



# Worldwide Talent Pool



*Olympic Stadium by george magiafas, on Flickr*



# No Commuting



*Driving Cars in a Traffic Jam by epSos.de, on Flickr*



A close-up, low-angle shot of a man with glasses, resting his chin on his hand in a thoughtful pose. He is looking towards a computer monitor on the right side of the frame. The monitor displays a technical diagram or code. The lighting is dim, suggesting a late-night work environment.

# Always Available

*Working late by Ricky Romero, on Flickr*



# Work/Life Balance



*Emilio at Work by barockschloss, on Flickr*



# Preferred Environment



*Work Station '13 by Robby Green, on Flickr*



A person with a backpack is sitting on a dark bench in a cafe, looking at framed photos on the wall. The wall has vertical stripes in shades of orange, green, and white. There are three framed photos: one on the left showing a person fishing, one in the center showing a hallway, and one on the right showing a person in a field. The text "Developer Focus" is overlaid on the right side of the image.

# Developer Focus

*Cafe Mood by khairilfz, on Flickr*





# Drawbacks of

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... having remote workers.





# Face Time

*White-faced woodland ewes by tricky (rick harrison), on Flickr*

© tricky



# Non-immediacy



*"DELAYED" message at Boston North Station by SchuminWeb, on Flickr*



# Fear



*Sooooo scared by aorr, on Flickr*





# Team Building Hard

*cat fight by IceBone, on Flickr*



# Making it work

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...taking the plunge.





# Commitment

*Commitment by Mustafa Khayat, on Flickr*

© Mustafa Khayat Photography



# Communication



*DNR Communications Tower at Grass Mountain by Washington State Department of Natural Resources, on Flickr*







# Email

*Radevormwald-Dahlerau: Weaving loom in the industry museum by wwwuppertal, on Flickr*



# No Hallway



*Hallway by lincolnblues, on Flickr*





# Technology

*Cables by Sean MacEntee, on Flickr*



A photograph of a row of weathered, colorful mailboxes mounted on a wooden post. The mailboxes are in various colors, including white, black, red, and brown, and show signs of rust and wear. The background is a clear blue sky. The text "Persistant Messaging" is overlaid in white on the left side of the image.

# Persistant Messaging

*Mail Boxes by Gregory Jordan, on Flickr*



# Chat



*Man at work by Stephi 2006, on Flickr*



# Video

*the world wide internets strikes a victory for cats everywhere by McBeth, on Flickr*



# Team Building



*Four-sided Pyramid by Sol LeWitt by mutrock, on Flickr*



# Water Cooler



*Kitty cat reflecting by toddler, on Flickr*





# Meet in Person



# Social Connections



*Xbox One Controller by mastermaq, on Flickr*





# Remote Activities



# Brief Commercial Interruption...

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# Back in Print!



# Questions?

For this presentation & more:  
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Twitter: @eliw

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