

Budúcnosť (spolu)práce

Juraj Holub, Andrej Krištúfek
Remote People, Ex-Slido

REMOTE PEOPLE

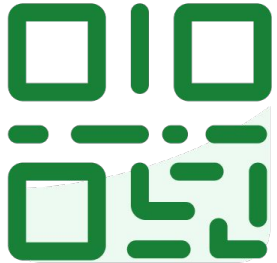
**“Budúcnosť je tu, akurát nie je rovnomerne
roz distribuovaná.”**

William Gibson





slido



Join at slido.com
#PM-23

① Click **Present with Slido** or install our [Chrome extension](#) to display joining instructions for participants while presenting.

slido



V akom móde pracuje váš tím?

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Kde si myslíte, že budeme smerovať viac v budúcnosti?

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Ako ste naladení ohľadom budúcnosti práce?

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10+

rokov skúseností s remote

10ky

globálnych expertov

12

mesiacov researchu

50 odtieňov šedej práce

The Remote Working Scale



1. Office based



2. Office based
with work from
home option



3. Remote
team in one
timezone



4. Remote
in many timezones
(distributed)



5. Distributed
team with
nomads



Každý team obsahuje prvky remote

Kolegovia na viacerých mestách

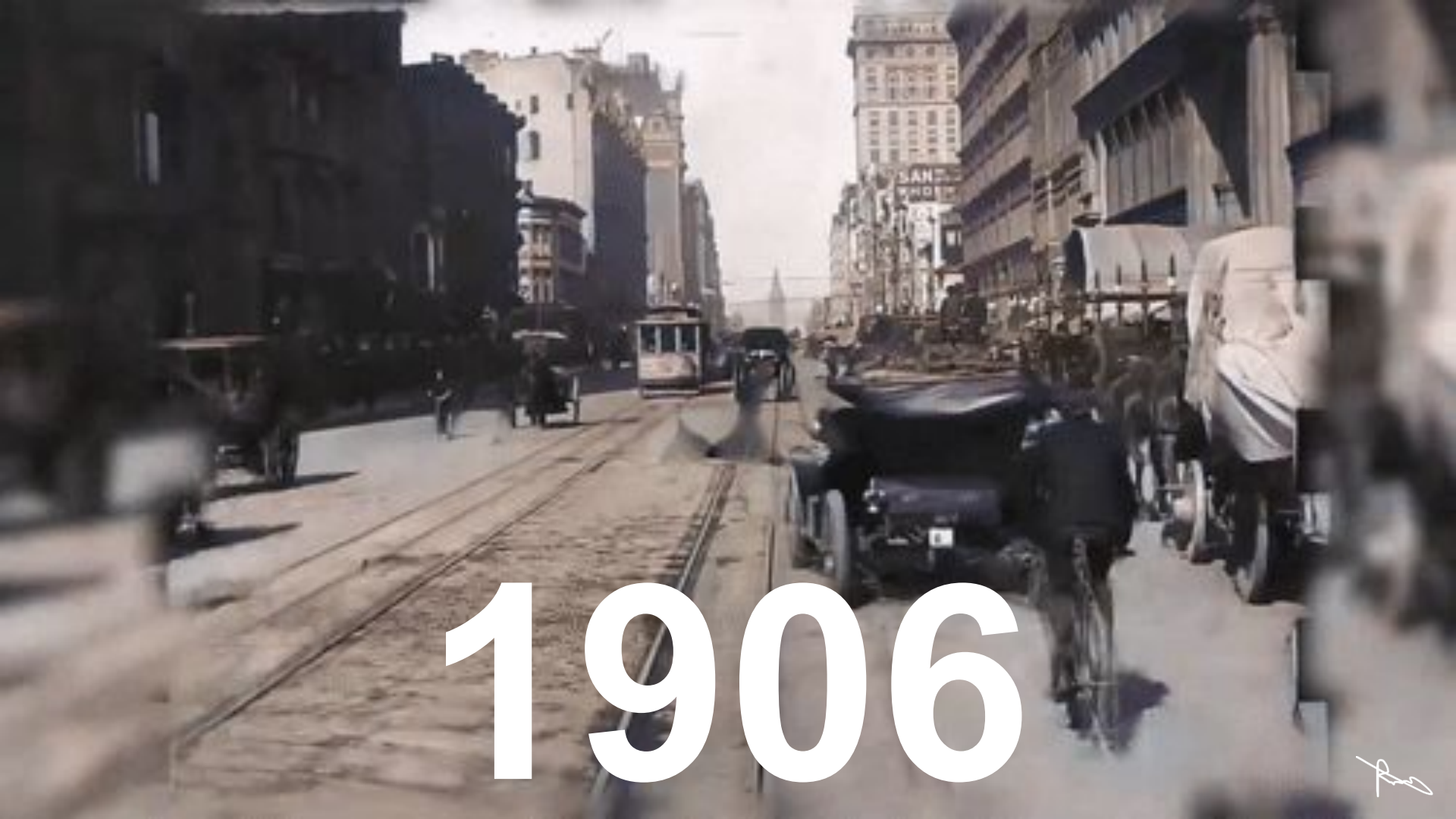
4 dňový pracovný týždeň

Staycation: Predĺženie dovolenky

Flexibilný rozvrh

Budúcnosť práce bude obsahovať prvky remote

Chaos, ktorý zažívame je normálny



1906

1906

Doba v ktorej nebola žiadna infraštruktúra

Žiadne čiary

Žiadne semafore

Všetci chodili jeden druhému do cesty

My dnes potrebujeme vybudovať pracovnú infraštruktúru

Trendy, ktoré formujú budúcnosť

#1 Nástup asynchrónnej komunikácie



252%

nárast počtu mítingov od pandémie

Monday	Tuesday	Wednesday	Thursday	Friday
23	24	25	26	27
09:00			Project Team Meeting Conference Room - Stevens Lidia Holloway	
10:00	Important meeting	Company Meeting Christie Cline		Legal and Executives Bi-Weekly Conference Room - Crystal Lidia Holloway
11:00	Weekly call with Subsidiary Leads Online Meeting Megan Bowen		Tailspin Project Discussion My Office Isaiah Langer	Marketing Leaders
12:00	Contoso merger meeting	HR Monthly meeting	Weekly C# Meeting	Marketing Team Meeting Megan Bowen
13:00	Lunch meeting Megan Bowen		Weekly Marketing Lunch TBD Adele Vance	Lunch? TBD Lynne Robbins
14:00	Weekly check-in with Engineers Engineering lab Megan Bowen		Megan/Bob 1:1 Pizza Hut (Postgatan 47, Gothenburg Västra Götaland, Sweden)	Lidia/Isaiah 1:1 Lidia's Office Lidia Holloway
15:00	Tailspin Toys Proposal Review + Lunch Umi Sake House Lidia Holloway		Demo new project site Teams meeting	Startup meeting Project Shala
16:00		Project Tailspin Conference Room - Baker Lidia Holloway	Project Tailspin Conference Room - Baker Lidia Holloway	
17:00	Weekly call with French Subsidiary Online Meeting Megan Bowen	Weekly call with French Subsidiary Online Meeting Megan Bowen		Friday Unwinder Cafeteria Megan Bowen
18:00				
19:00				
20:00				



200+

správ a emailov denne



Preto sa teamy stále viac spoliehajú na async komunikáciu

slido



Čo pre Vás znamená asynchrónna komunikácia?

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**“Komunikácia, ktorá sa nedeje v reálnom čase.
Príjemateľ môže reagovať kedy sa mu to hodí.”**

Niekoľko async príkladov

Project feedback: Leave comments in docs asynchronously

čas	dĺžka	hlavný stream	vedľajší stream
9:00	15 min	SAPIE otvorenie a predstavenie Hopero, vyhlásenie ceny pre zodpovedný AI produkt	
9:15	1hod	Inovácie ako motor Slovenska (panelová diskusia) Spíkri: Biznis: Miroslav Gasperek, predbezne potvrdeny Mesto: Petra Dzurovcinova, potvrdena Štát: VAIA: Kleinova, oslovena Ekosystém: TBD Moderator: Ivan Filus, TBC	
10:15	15 min	coffee break	
10:30	40 min	Umelá inteligencia v smart transformácií miest (panelová diskusia) Spíkri: Mesto: Martin Mudrak KE/ Martin Vavrek, TBC Dodávateľ: Heliodor Macko Smart cities: Juraj Hošťák, MIRRI, predbezne potvrdeny Moderátor: Kristína Korcokova, potvrdena	Tlačová konferencia k prieskumu League for digital boost Spíkri: Lucia Colníková



Juraj Holub
3:59 PM Jan 27

Uvod je vyborny na interaktivne otvorenie konferencie.

Splni sa tym 2 ucel:

1/ Vtiahne sa publikum hned do deja

[Show more](#)



Juraj Holub
4:00 PM Jan 27

Hodina vie byt dost dlha, zo skusenosti sa najviac osvedcila dlzka 40-50min. Plus ostane viac casu na coffee break, co ludia vzdy docenia.



Juraj Holub
4:03 PM Jan 27

Tiez by som planoval zapojenie publika.

Najjednoduchšie cez polls:

[Show more](#)



Status Update: Share announcements, project updates or short training as a video

The screenshot shows a web browser window with a Loom video player. The video is titled "03. Meeting Reduction" and is part of a presentation on "GENERAL USE CASES". The slide content includes a paragraph about using Loom for meeting reduction and a list of examples. A circular video inset shows a woman speaking. The video player interface includes a progress bar, a timestamp of 1:18 / 5:39, and a list of controls at the bottom.

GENERAL USE CASES

03. Meeting Reduction

When work needs to move forward, but your calendar is full and your team is across different timezones, Loom can help. Async video gets your team aligned with effective communication when meetings aren't possible. Using Loom leads to more focus time and meaningful work for teams, as well as less video conference fatigue.

Examples

1. [Status updates](#)
2. Async 1 on 1s & [week overviews](#)
3. Brainstorms
4. [Pre-watch & Post-watch](#)

1:18 / 5:39 • Meeting reductions >

Andrew Reynolds
DESIGN LEAD @ METALAB

1 day
10 Meetings Avoided
Each Week

Screenshot: <https://www.youtube.com/watch?v=N1FPPYhZQoE>

40+ ľudí v 12 časových pásmach publikovalo článok za menej ako 72 hodín bez mítingu

Remote-how

Search

Updates

Settings

Shared

Top 44 Remote-First Tr...

You are a guest of this workspace.
Create your own workspace to use docs, wikis, and projects with Notion.

Create a workspace

Top 44 Remote-First Trends for 20...

Edited Feb 13

Share

...



Top 44 Remote-First Trends for 2023 - by the Remote-First Institute

👋 Introduction "Remote work is here to stay"

1 Top trends in the Remote-First Strategy

- 📍 Location flexibility is not enough: embrace the human-centric work model
- 👤 Managers struggle as pressure increases from above and from below
- 🚀 Rapid employee up-skilling is needed, NOW.
- 👩 Remote Feminism: The new dimensions of equality.
- 👤 Head of Remote is finally becoming a hot job title.

2 Top trends in the Remote-First Work Organization

- 🕒 Asynchronous work becomes a standard.
- 🔌 Don't pull the plug on meetings just yet. They're still vital.
- 🗣️ But... 50%+ of (unnecessary) meetings will disappear.
- 💻 Virtual Communication Skills Are Imperative For The Future of Work

?

Asynchrone reportovanie. Meetingový focus na zmeny statusu.

Project Portfolio

Integrate    Automate / 2  Invite / 1 ...

Main Table | Gantt | +

New Project Search Person Filter Sort Hide ...

Projekty 1. kategorie

☐	Project		Project Manager	Project Phase	Project Budget	Project Timeline	Link	Project Requ...
☐	Project 1	+		Upcoming	€150,000	Mar 27, '22 - May 12, '22	Project 1	-
☐	Project Fantastic	+		Upcoming	€400,000	Apr 26, '22 - Jul 26, '22		-
☐	Project Alpha	+		Upcoming	€240,000	Mar 10, '22 - Apr 25, '22		Project Alpha
☐	+ Add project							
					€790,000 sum			

Projekty 2. kategorie

☐	Project		Project Manager	Project Phase	Project Budget	Project Timeline	Link	Project Requ...
☐	Project Whiskey	+		Planning	€550,000	Dec 14, '21 - Mar 21, '22		Project Whiskey
☐	Project Romeo	+		Execution	€380,000	Aug 23, '21 - Feb 20, '22		Project Romeo
☐	+ Add project							
					€930,000 sum			



Virtual First: Effectiveness Kit

Meetings 101

Do you really need that meeting?

✓ Keep meetings for the 3d's

**3d's = important decisions, debates,
and discussion**

One-way door decisions.

Irreversible choices, like who to hire as
your next COO.

Big debates.

Should your primary brand color be blue
or green?

Getting unblocked.

You've been going back and forth, but you
can't make progress.

Creative brainstorming.

Generating ideas for your next campaign.

Kick-offs, first-time meetings, and 1:1s.

When you need to build trust, face time
can help.

Sensitive or challenging topics.

Personal issues or performance feedback.

⊗ Handle non-3d meetings async

Say it over chat, email, or a doc.

Status updates and FYIs.

Send info shares with your project
management tool, email, or chat.

Getting feedback or support.

Ask them to review it in a doc, or send a
support request via Jira/Epic.

Sharing a proposal.

Write a (concise) draft in a doc, then gather
feedback asynchronously.

Two-way door decisions.

Should the button say "buy" or "purchase"?

Quick, straightforward questions.

Such as: When does your team want to
have the next meeting?

Zvolajme míting keď

3D: Discuss, debate, decide

Dotýka sa to ega

Jedná sa o urgenciu

Transactional. You don't need immediate answer.

Ego is involved. You need to build a **connection**.

Company Updates

All-hands meetings

Team building

Status update

Brainstorm / Retrospective

1:1s

Project feedback

Cross-department

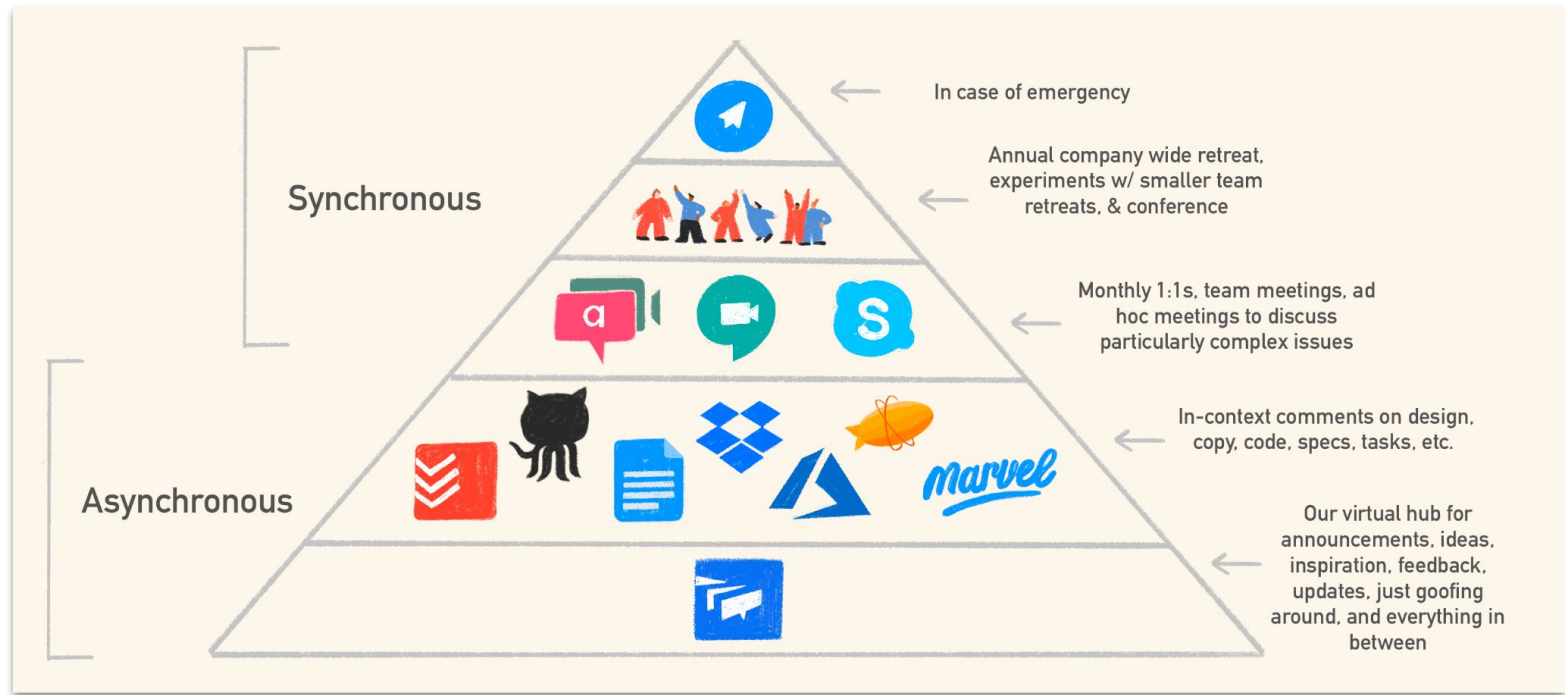
Debate / Decision



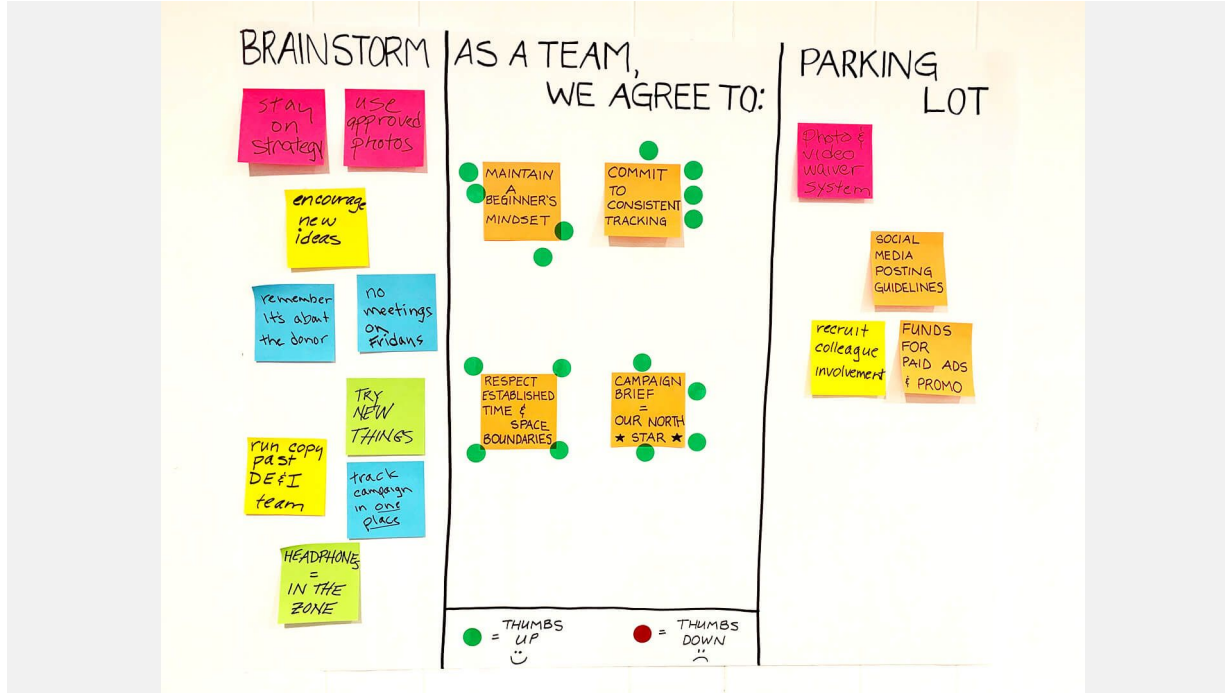
**Asynchronous
Communication**

**Live Meetings +
Async elements**

**Live
Meetings**



Krátky workshop vie ul'ahčiť spoluprácu



Niekoľko async príkladov

slido



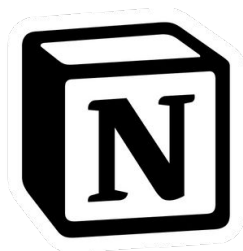
Aké percento vašich mítingov si viete predstaviť nahradiť asynchrónnou komunikáciou?

① Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.

#2 Budovanie interného “Googlu”

Presun lokálnych súborov do cloudu je “must”

Nástroje novej generácie



Notion



MS Loop



Ayanza

OKRs

Filter

Search

Sort

Group by

AI

+ Objective

Name	Owner	Period	Assignee	Progress
O-1 Become a market leader 3 KRs 1/4			Q2 2022	2
KR-1.1 Increase Monthly Recurring Revenue (MRR)			Q2 2022	5
KR-1.2 Keep monthly customer churn below 5%			Q2 2022	
KR-1.3 Lower overall expenses by 5%			Q2 2022	Setup
+ Key result				
O-2 Become cash-flow positive 3 KRs 3/6			Q2 2022	2
KR-2.1 Increase cash collection to \$1.2m			Q2 2022	5
KR-2.2 Keep monthly customer churn below 5%			Q2 2022	
KR-3.3 Lower overall expenses by 5%			Q2 2022	Setup
+ Key result				
O-3 Build a strong sales team 4 KRs			Q2 2022	50

Kultúra dokumentácie



Vzniká strategická rola “Head of Remote”





The Complete Guide to Remote Work

All-remote since inception, GitLab applies the DevSecOps Platform approach to innovate how people collaborate, communicate, and deliver results in 65+ countries. Our knowledge and best practices are open to the public.



Remote-work essentials

[Compare: All-Remote vs. Hybrid-Remote >](#)

[How to transition a company to remote operation >](#)

[What not to do when implementing remote work >](#)



Designing a remote team

[About the Head of Remote role >](#)

[The 10 models of remote teams >](#)

[The importance of documentation for remote teams >](#)



Remote hiring & onboarding

[How to hire for a remote team >](#)

[The guide to remote onboarding >](#)

[How to evaluate a remote job opportunity >](#)



Collaboration & async

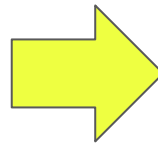
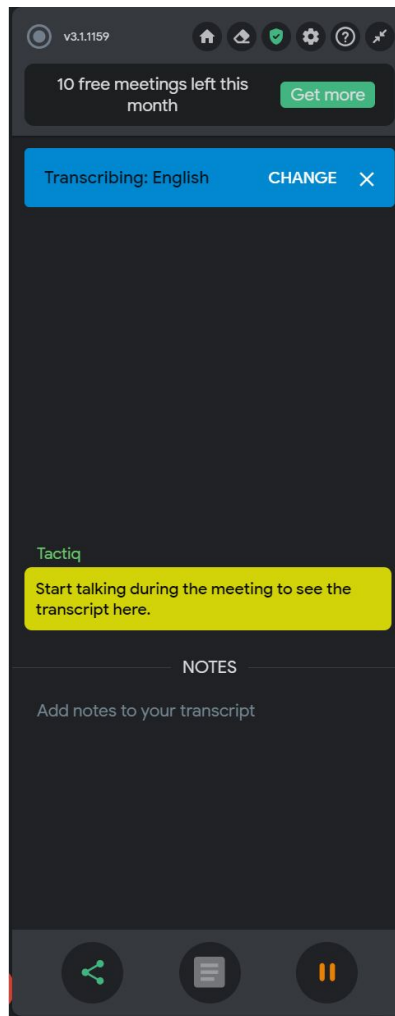
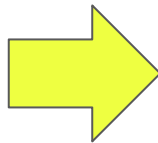
[How to work asynchronously >](#)

[How to run effective meetings remotely >](#)

[Remote collaboration and whiteboarding >](#)

Dokumentácia je práca navyše

AI nám ju ale vie výrazne zefektívniť



▼ Action Items

Julius

- + ☰ ☐ Define areas and process for product operation
- ☐ Explore Notion for project management and templates
- ☐ Research alternative project management templates

Andrej

- ☐ Assist Julius in productizing and process improvement
- ☐ Check with colleague for input on processes and scalability
- ☐ Implement stricter account management measures for Slido

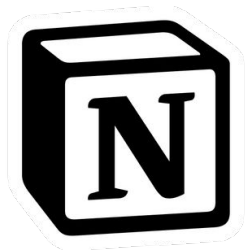
slido



Ako úspešní ste v hľadaní interných informácií?

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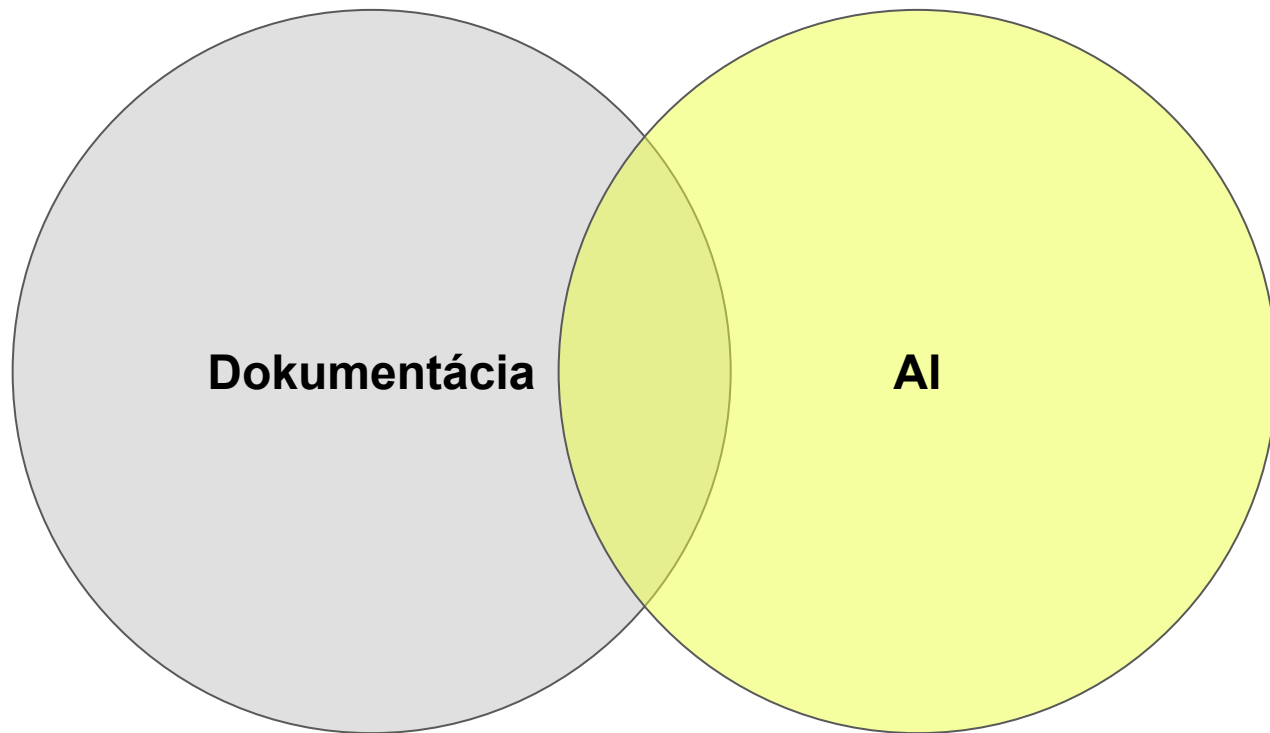
Informácie na dosah ruky



AI asistenti už dnes

vedia ušetriť desiatky hodín práce

**Predstavte si, čo budú vedieť
v budúcnosti**



#3 Team ako virtuálna komunita



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TECH · RETURN TO OFFICE

Meta is paying out \$181 million to give back office space it can't fill

BY ELEANOR PRINGLE

September 26, 2023 at 5:13 PM GMT+2



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Most popular Tech articles

TECH

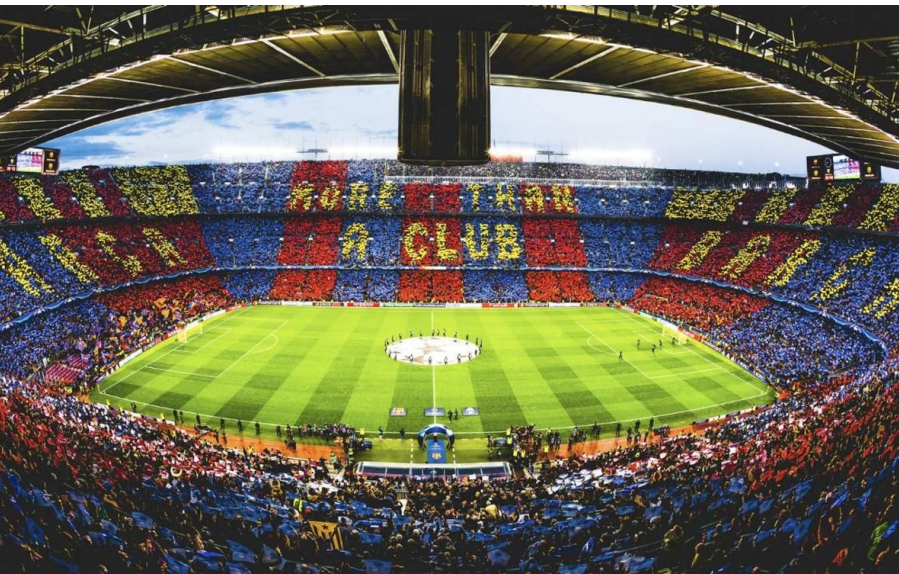
Your next iPhone might be pricier after the





66%

Pracovníkov má problém nadviazať vzťahy virtuálne



Offsity sú veľká investícia, ale s ešte väčším dopadom

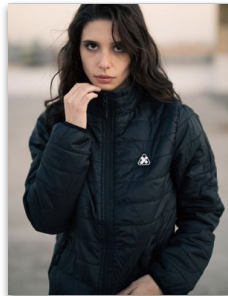


**“Budúcnosť je o jednote z
akéhokoľvek miesta”**

Ryan Chartrand



Firemný merch ukazujú príslušnosť ku firme. Tak ako futbalové.



Spoločné tradície

vidcast
a video blog (vlog)

MMM - January 31, 2022

Monday Morning Meeting

2022



0:00/4:08 (03:27 @ 1.2x)

 1.2x  



 **Peter Komornik**

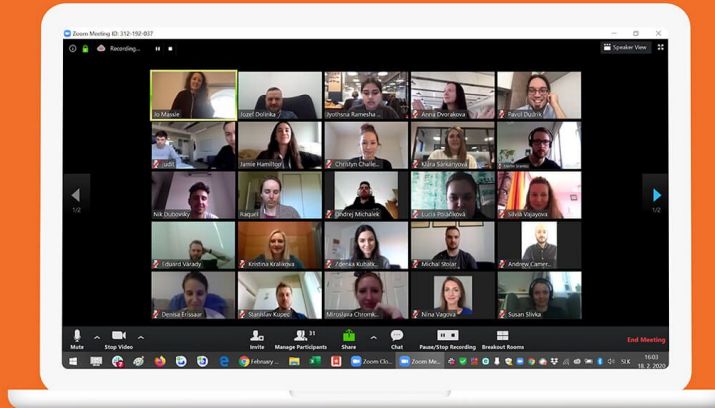
152 views • January 31, 2022 at 7:50 AM

Comments

 Write a comment Send

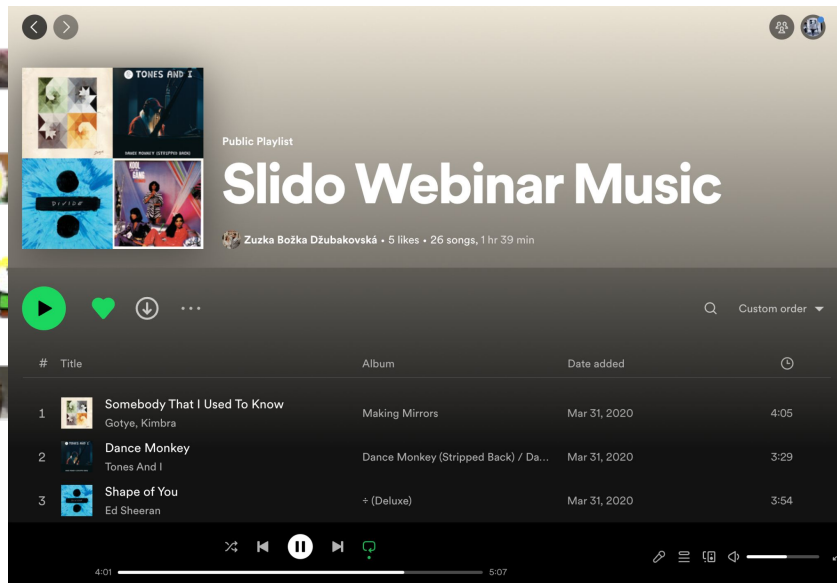
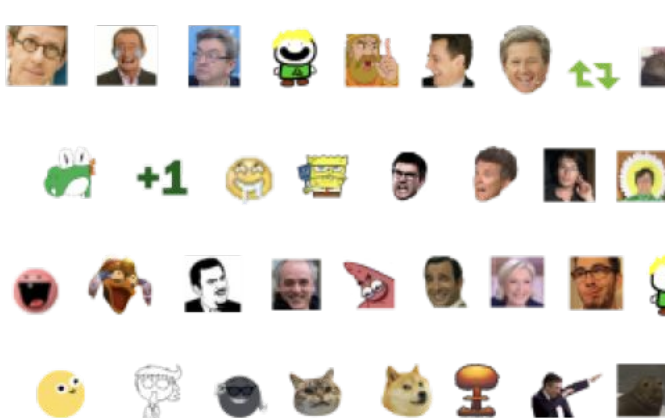
Please [Sign In](#) or [Sign Up](#) to add a comment and reactions.

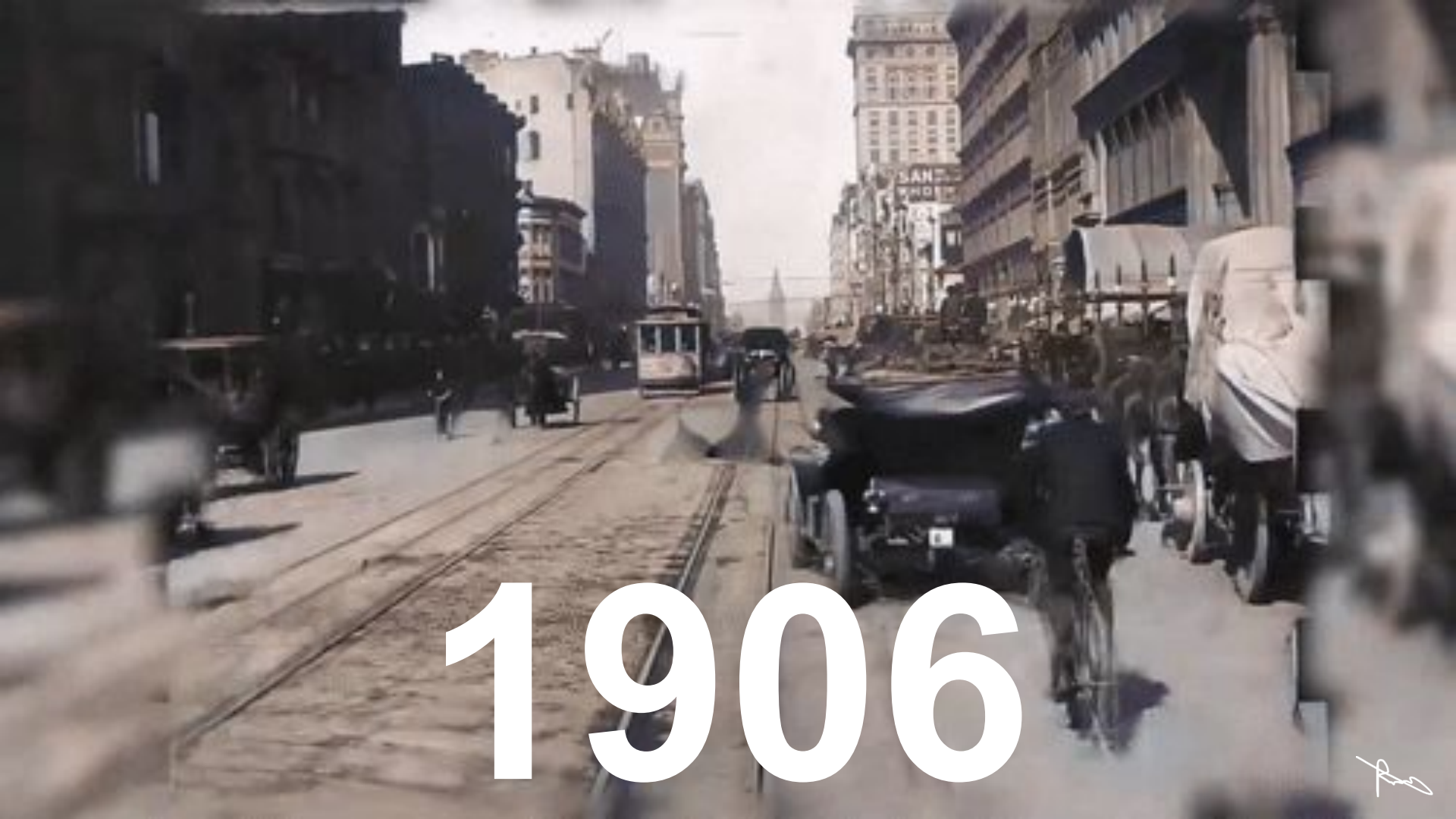
Pravidelné virtuálne all-hands meetingy



Kultúrne prejavy v digitálnom priestore

Exclusive team emojis.





1906

1906

**Je na nás akú budúcnosť vybudujeme.
To najlepšie je ešte pred nami.**



Juraj Holub
[linkedin.com/in/jurajholub/](https://www.linkedin.com/in/jurajholub/)



Andrej Krištúfek
[linkedin.com/in/akristufek/](https://www.linkedin.com/in/akristufek/)



slido



Audience Q&A Session

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Andrej Krištúfek

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Slides graveyard



Work Shift | Modern Management

Shopify Tells Employees to Just Say No to Meetings

The e-commerce firm is canceling all recurring meetings with more than two people and encouraging staffers to decline invitations and detach from big internal chat groups.

How the Office Will Change Again in 2023





Amanda Marochko (She/Her) • 1st 2mo ...

Senior Product Manager, Core Products...

I worked at Shopify when they were implementing this (this isn't the first year they've done this), and found it really hard as someone with a largely external facing role. Suddenly, all my important meetings with major partners vanished from my calendar. I'd say 90% of these meetings ended up returning within a few weeks. It was always a painful process and if there are better async systems in place, people wouldn't feel the need to fill their calendar with meetings. I currently work at a company which has these in place, so it's much easier to "go async."

Love



6

Reply

• 2 Replies