



Top 3 Mistakes Organizations Make When Hiring & Managing Remote Leaders

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Why I am remote obsessed

- 15 years in the tech industry always working with international people
- Love to experiment with new management styles
- Ran 2 offices in India providing outsourcing & web design
- Founded Distant Job, a recruitment agency that specialize in remote full time employees



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Mistake #1

Treating Remote Workers Like Contractors or Outsourced workers



How not to treat a person like a contractor

- Words matter:
Employees, contractors,
Workers outsourced freelancers
- Replicate office experience with tech
- Offer the same vacations and benefits
- Work on inclusion strategies



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Mistake #2

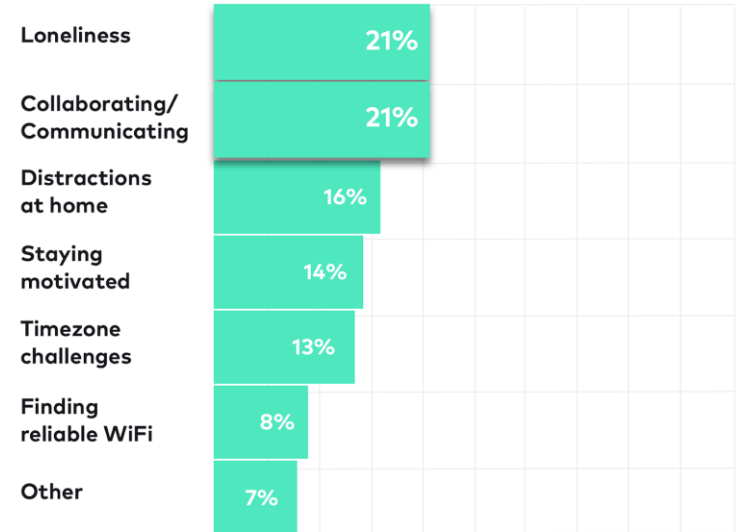
Not paying attention to the workers' mental health



Not paying attention to emotions

- Research* shows that:
 - remote workers feel shunned and left out
 - 52% of them feel their colleagues don't treat them equally

What's the biggest struggle with working remotely?



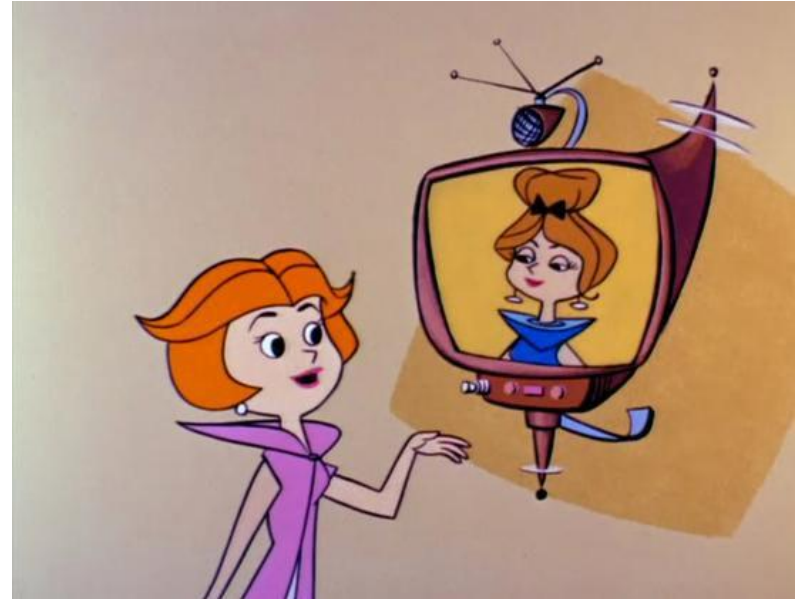
*In a study of 1,100 employees done by Harvard Business Review



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How to anticipate and avoid emotional issues

- Just make conversation!
- Talk about sports, kids, hobbies, passions...
- Use video as much as possible
- Include remote worker in all conversations



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Mistake #3

Replicating the office too much



Workplace Distractions

- In an eight-hour day, the average worker is only productive for two hours and 53 minutes
- It takes an average of 25 minutes to regain focus on a task after a distraction*



*According to research by Gloria Mark, University of California, Irvine.



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Workplace Distractions

- A survey* showed that the average American employee spends more than 9 hours each week preparing for or sitting through meetings
- 60% also considered meetings to be distractions
- Slack was one of the most oft-cited culprits in a Quora thread about workplace distractions.



*According to a Clarizen and Harris Poll survey



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What not to replicate

- Real-time interaction (Slack, Skype)
- Random daily meetings
- Micromanaging and Distracting



Good practice

- Focus on results-based models
- Minimize and book meetings in advance
- Implement an empowering management process



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The Takeaways

- ★ Treat your remote people as if they are local
- ★ Make sure they get all the same benefits
- ★ Get to know your people on a personal level
- ★ Use webcam all the time
- ★ Use the benefits of remote working to achieve higher production



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*Being a good remote manager just
makes you a really great manager*

**Thank you for your
attention**

