

MAKE WORKING REMOTELY WORK FOR YOU

LIZZIE DABBS SALITA '15



WILLIAM & MARY
WOMEN

My Story

May 2015 – Graduated from William & Mary

Jul 2015 – Started as a software developer
for Booz Allen Hamilton

Jan 2016 – Engaged

Jul 2016 – Moved to FL; began working
remotely

Mar 2017 – Married

Jul 2017 – Moved to NJ



Tribe Alumni at our wedding

Benefits

- Commuting
- Flexible Hours
- Location
- Pursue Your Passions Now
- Sustained Concentration
- Benefits to Companies



My "office" in West Palm Beach

Drawbacks (and what to do about them)

- Lack of face time, isolation
- Loss of structure
 - Exercise
 - Ergonomics
- “Always on”
- Motivation
- Drawbacks for companies



The Ice Bucket Challenge

Collaboration

- Out in the open technology
- The virtual water cooler
- Success roundups
- One-on-ones



An Important Option for Women

- Retention
- Implicit Bias
- Diversity in Hiring



My Girls on the Run team

Resources and Additional Reading

Remote by Jason Fried

I Know How She Does It by Laura Vanderkam

The Value of 'Deep Work' in an Age of Distraction (podcast), <https://www.npr.org/2017/07/25/539092670/you-2-0-the-value-of-deep-work-in-an-age-of-distraction>
Hidden Brain

How to Run a Remote Team, <https://zapier.com/learn/remote-work/how-manage-remote-team/>, Wade Foster - Zapier

4 Tips for Successful Remote 1-1s, <https://blog.codeship.com/4-tips-for-successful-remote-1-1s/>, Laura Frank – Codeship

You Could be Too Much of a Team Player, <https://www.wsj.com/articles/you-could-be-too-much-of-a-team-player-1532352464>, Wall Street Journal

Burned-out millennials are quitting lucrative jobs, <https://nypost.com/2018/07/25/millennials-are-bailing-on-their-high-paying-jobs-to-travel/>, New York Post

Capital One Survey Finds Flexibility is a Key Factor for Job Satisfaction, with 85% of Office Professionals Saying it's Important, <https://www.prnewswire.com/news-releases/capital-one-survey-finds-flexibility-is-a-key-factor-for-job-satisfaction-with-85-of-office-professionals-saying-its-important-300688878.html>, PR Newswire

Open office plans are as bad as your thought, <https://www.washingtonpost.com/business/2018/07/18/open-office-plans-are-bad-you-thought/>, Washington Post

Questions?

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