

Remote Best Practices @ Frontity



Context

Pablo Postigo
Co-Founder & CEO @ Frontity

Company founded in 2015
Remote Since 2019

» Frontity



Remote team: Madrid, Nantes, Murcia, Bristol, Lagos, Lima.

9 people, 3 continents, 4 different time zones.

Remote changes everything

How you hire

How you manage

How you communicate

How you work

How you hire

You need people that is very **proactive, motivated, talented, autonomous & disciplined.**

And of course people who wants to work on a remote company.

How you manage

- Be sure that your **vision, strategy** and **goals** are clear.
- **Results** driven, not tasks.
- ~~Control~~ **Trust** your team. Don't micromanage.
- Create **processes** for e-v-e-r-y-t-h-i-n-g.

How you communicate

- Decide wisely what are going to be your comm channels and how are you going to use them.
- Spend money in the **best tools and hardware**.
- **Async** vs Sync.

How you work

- **Productivity** über alles.
- Embrace **flexibility** and give **visibility**.
- Fight isolation. Push your team together.

Our Processes and Tools

1:1s

Standups

Casual Thursdays

All-hands Daily

1:1s

Bi-Weekly/monthly between employees and founders. Safe & confidential space. Give & receive feedback. Review OKRs. Unblock tasks.

Standups

Tech team, twice a day, optional. To discuss development issues. 15 mins.

All-hands daily

All the team, at 15h30pm CET. To see each other and share in 2 minutes our progress . 20mins.

Casual Thursdays

All the team, Thursdays at 16h00pm CET. Casual conversations. Team building and relax. 30-40mins.

Notion

Knowledge base, Meeting memos, CRM & Tasks.

Slack

Real time chatting (we have no internal emails).

G. Suite

Email & calendar.

Zoom

Video calls.

Github

Product development (Projects + Issues).

Slack etiquette & tips

<https://www.notion.so/frontity/Slack-Etiquette-Tips-b0bccb3e97e340f8b3ab830c42637a3b>

Internal meetings best practices

<https://www.notion.so/frontity/Internal-meetings-best-practices-f1f4496ffa184add923d4a303b42862c>

1:1s best practices (Mathilde Collin CEO @ Front)

<https://medium.com/swlh/one-on-ones-are-my-most-valuable-meetings-heres-how-i-run-them-d9ae7c64dade>



Thanks!

Pablo Postigo

CEO & Co-Founder @ Frontity



@iamposti



pablo@frontity.com