

# Work from Home Challenges & Tips

**Philipp Krenn**

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*Some of us have prepared for this  
all their life...*



elastic

Developer 🥑

# "It Depends"

# Trusted Adults

*I don't want to know what you  
are working on tomorrow.  
But I want to see the results in a  
week or month.*

— Kevin Kluge, VP Engineering

# Guiding Principles

Flexibility >

9-5

# Guiding Principles

Results >  
hours



# Guiding Principles

Written >

explained / trained

# Guiding Principles

Public & open >

required & requested

# Guiding Principles

Asynchronous >  
synchronous

# Asynchronous Communication

<https://doist.com/blog/asynchronous-communication/>

# Shallow vs Deep Work

Mail  
Slack  
Calls  
Status meetings

Programming  
Planning  
Learning

...

# Structure Workspace

# Structure

# Life & Work

# Structure

# Daily Human

# Interaction



# Structure

# Keep Your Rhythm & Get Dressed

**Communicate,  
Communicate,  
Communicate**

# Meetings

Often: Should have  
been a mail

# Meetings Video On

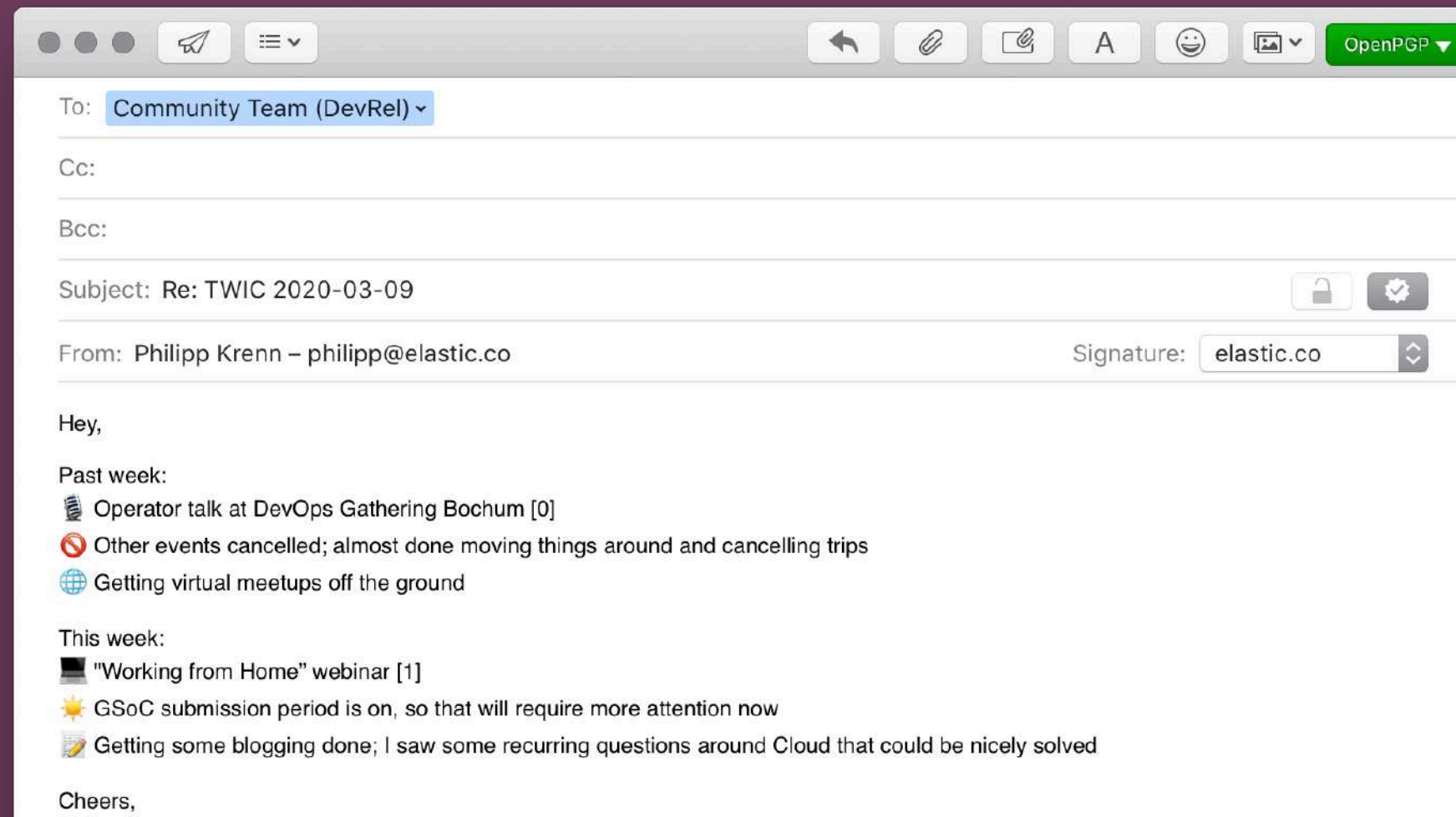
# Always ON (AON)

## Fight isolation & conflicts

# Meeting Structure

Company, team, 1:1

# This Week In Community



# The Social Side

## #watercooler

# Community Coffee



# Async Tools



# Sync Tools



❤️ Slack 🥀

No decisions, not a log

# Naked Ping

<https://blogs.gnome.org/markmc/2014/02/20/naked-pings/>

# Conclusion

# This Is Not Normal



# Empathy



*If someone misses a call, they probably have a good reason.*

— Simon Willnauer, Co-Founder



# More

<https://community.elastic.co/emea-virtual/>

<https://ela.st/slack>

<https://training.elastic.co>

# Work from Home

## Challenges & Tips

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