



# Distributed Sys Teams

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@sricola

# # whoami

- Immigrant with too many roots aka World Citizen
- Currently at **Fastly**
- SRE on Platform Engineering



While not working, I like to

- Travel
- Ice Cream
- Coffee

| [@sricola](#) on most of the socials

# # whoami

- Worked remote for the past 8 years (almost all my professional life)
- Worked in large as well as small teams

## Worked remote while

- In the same city as the team
- Across the country
- Across the planet
- And sometimes while at 35,000 feet

| @sricola on most of the socials

# # whois fastly

- An edge cloud platform designed to be programmable and support agile software development.
- Serving customers' applications at the edge, as close to end-users as possible.
- We have 65 points-of-presence around the world, as of March 31, 2019.

| @fastly

# Agenda

## 1. Distributed Systems.

And why we do it the way we do.

## 2. The Flaw.

Humans are geographically concentrated

## 3. Possible Solution?

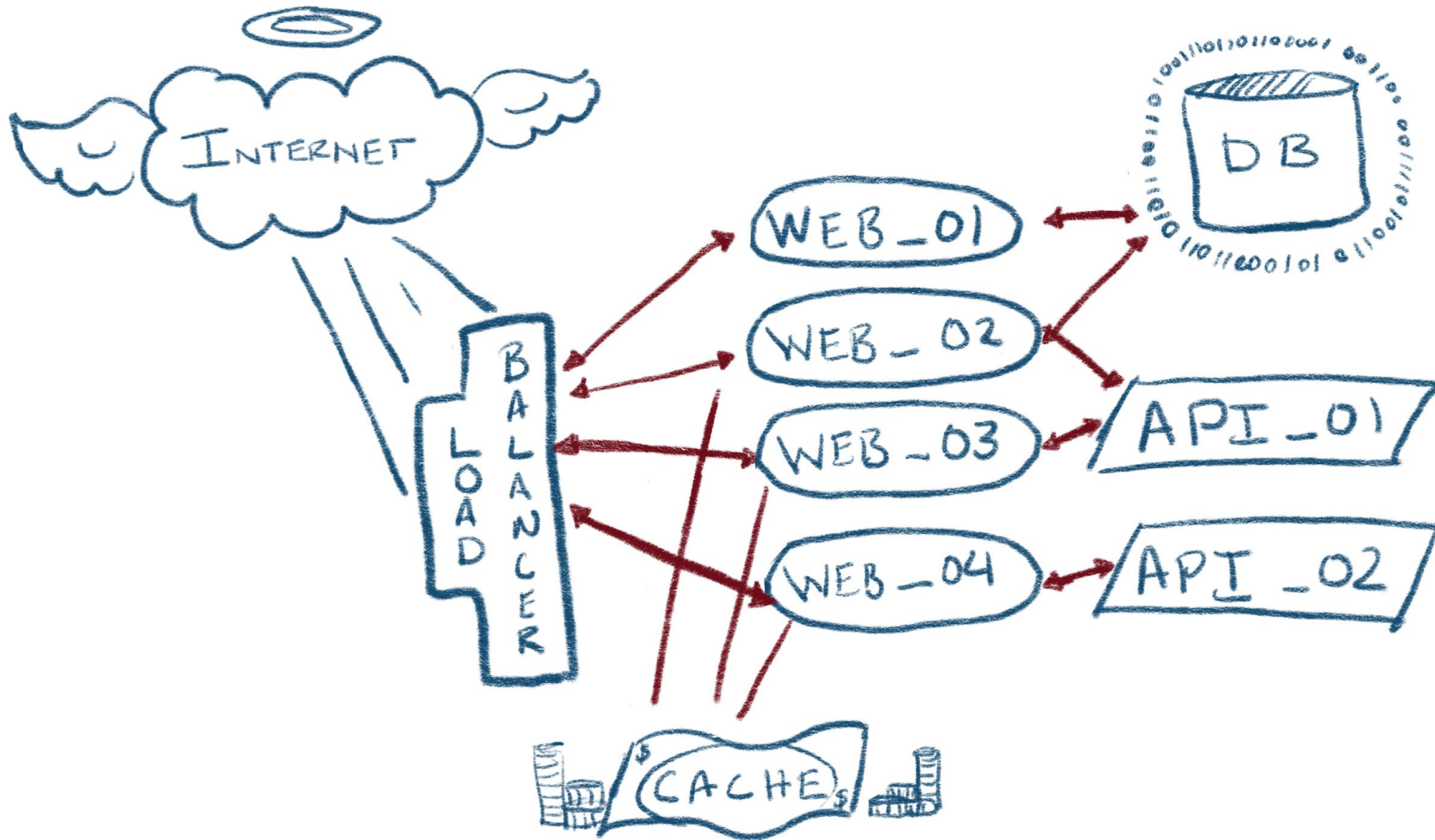
Hire remote, hire everywhere.

## 4. Key Areas to prep for a distributed team.

## 5. Areas to focus on after.

## 6. Rewards

# # distributed systems



# # distributed systems



# # fastly POPs



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# # the flaw

As Humans, we have a bias towards geographic congregations.

# # the truth

Talent knows no geopolitical borders.

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# # the solution

Hire globally, hire everywhere.  
Let talent and commitment be the driver.

**NOT** based on someone's chance of where they were born.

# **# that's easy! We are done?**

We all know it's easier said than done.

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# # prep for that distributed/remote friendly team



# # tools

Pick tools that afford collaboration.

Promote async participation.

Find tools that allow continued participation.

# # communication

Be more inclusive by putting large conversations **in non-real time, async mediums.**

# # we are online

Avoid saying things like:

“from offline, we decided ice cream is amazing”

# # cultural differences

Be aware that cultural differences are real.

Eg. Some cultures and upbringings may prevent certain people from voicing opinions.

Give everyone a platform.

**# an example - questions for later**

Visit

**[bit.ly/lisa19-ask](https://bit.ly/lisa19-ask)**

to leave questions for this session.

# # be kind

Feedback loops may be a little delayed.  
Code reviews may take time.

Even if you aren't a remote team, this should be part of your  
ethos.  
Kindness goes a long way.

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# # be inclusive, communicate online

Keep all discussions in venues that promote maximum participation.

Over communicate intent.



# # be open to flex work hours

Allows for continued participation.



# # use video/audio

Chat/email is tone deaf.



# # chit-chat is important

Set aside some time just to have social conversations with your team.

Schedule 1:1s to just chat about life and work without agenda.

It is very important to build that human relationship.

# # group gatherings

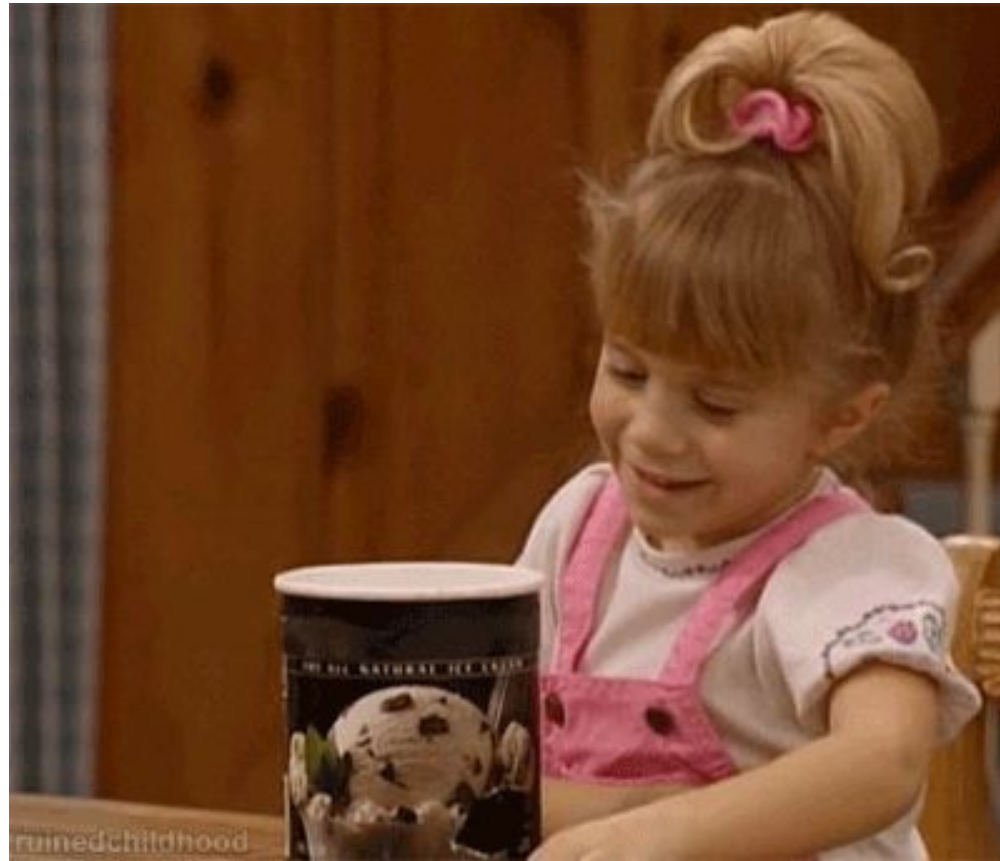
Don't focus on work alone, learn about each other.



# # respect time preferences



# # know your privilege



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# # rewards

- Distributed teams means Global Coverage.
- Global Coverage means
  - No 3am wake up calls for fixes
  - Someone is always around to be the 1st line of defense

# **# have you figured out the head fake yet?**

This is a small way to do your bit to bring the world together. Across cultures, borders and everything else that divides us.

**Afterall, we all win if we work together.**

# Questions?

@sricola



# Thank you!

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[@sricola](#) on Twitter

**We are always hiring!**

**fastly**<sup>®</sup>