

Case study 1: When remote working really works

[Emma de Vita](#), 25 Apr 2013

Yahoo! sees it as a skiver's charter. But with careful control and enlightened management, your staff needn't be tied to the office

She might be the embodiment of British remote working in 2013, but Annelise Pesa can often be found in the very heart of the capital's commercial district, rather than a leafy provincial suburb. Until the first of her two children arrived two years ago, the client relationship director at legal support start-up Obelisk lived the decidedly Ally McBeal-esque life of an international lawyer at City bank Morgan Stanley, working long days with frequent travel. When she returned to work after her first child, she realised that "you just can't be in the office 15 hours a day," and decided to leave when she fell pregnant again.

Today, Pesa operates from home or from a London club, overseeing 120 consultants and two client relationship managers. She says the arrangement is perfect for her, although she adds: "If I were single and didn't have a family, I'd miss the office and the social life that comes with it." Remote working is most effective, she says, if employees have a strong commitment to the organisation, with highly tailored individual management, regular face-to-face meetings, calls and detailed action plans. She finds Yammer (a message-board system) a crucial way to keep in touch.

People like Pesa are in the vanguard of a remote working revolution that has been mooted for decades: soon, we have been repeatedly assured, the days of the nine-to-five office slog will be over as empowered homeworkers rewrite the corporate rule book. Numerous studies have shown that remote workers are more productive and achieve a better work-life balance.

A 2013 survey of 1,000 British office workers by Ipsos MORI found that 70 per cent of those given the option to work remotely say they can get more done away from the office, and 38 per cent think they are more creative.

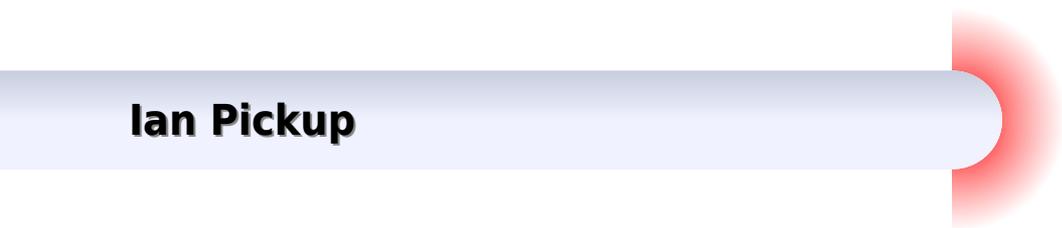
When Yahoo! CEO Marissa Mayer banned working remotely in a widely distributed internal memo in February, she found herself on the receiving end of plenty of dismissive rhetoric (including from Sir Richard Branson, who tweeted "Give people the freedom of where to work and they will excel!"). But even if Yahoo! managed remote working poorly, does Mayer have a valid point?

The idea of remote working (be it at home, at a client's office or while travelling - and not to be confused with wider flexible working) has been popular for about 20 years. The proportion of UK

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Ian Pickup



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Understanding Startups From Idea to Market Yenchun Jim Wu, Chih-Hung Yuan, Mu-Yen Chen, 2022-04-08 *Health and Safety Needs of Older Workers* Institute of Medicine, National Research Council, Division of Behavioral and Social Sciences and Education, Board on Behavioral, Cognitive, and Sensory Sciences, Committee on the Health and Safety Needs of Older Workers, 2004-02-26 Mirroring a worldwide phenomenon in industrialized nations the U S is experiencing a change in its demographic structure known as population aging Concern about the aging population tends to focus on the adequacy of Medicare and Social Security retirement of older Americans and the need to identify policies programs and strategies that address the health and safety needs of older workers Older workers differ from their younger counterparts in a variety of physical psychological and social factors Evaluating the extent causes and effects of these factors and improving the research and data systems necessary to address the health and safety needs of older workers may significantly impact both their ability to remain in the workforce and their well being in retirement Health and Safety Needs of Older Workers provides an image of what is currently known about the health and safety needs of older workers and the research needed to encourage social policies that guarantee older workers a meaningful share of the nation s work opportunities Indigenous People and Economic Development Katia Iankova, Azizul Hassan, Rachel L'Abbe, 2016-03-22 Indigenous peoples are an intrinsic part of countries like Australia New Zealand Canada Finland USA India Russia and almost all parts of South America and Africa A considerable amount of research has been done during the twentieth century mainly by anthropologists sociologists and linguists in order to describe and document their traditional life style for the protection and safeguarding of their established knowledge skills languages and beliefs These communities are engaging and adapting rapidly to the changing circumstances partly caused by post modernisation and the process of globalization These have led them to aspire to better living standards as well as preserving their uniqueness approaches to environment close proximity to social structures and communities For at least the last two decades patterns of increased economic activity by indigenous peoples in many countries have been viewed to be significantly on the rise Indigenous People and Economic Development reveals some of the characteristics of this economic activity coloured by the unique regard and philosophy of life that indigenous people around the world have The successes difficulties and obstacles to economic development their solutions and innovative practices in business all of these elements based on research findings are discussed in this book and offer an inside view of the dynamics of the indigenous societies which are evolving in a globalised and highly interconnected contemporary world **Energy and Environment in the Tropics** Shaharin Anwar Sulaiman, 2022-11-21 The tropical zones are dominated by developing countries which mainly face problematic environmental issues Different than four season countries tropical countries have a continuous summer like season and therefore they are rich in clean energy sources like solar and biomass Hence the mitigations of environment and energy issues in the tropics would require specific understanding and different approach to solutions This book offers an

assortment of studies on scenarios of environment as well as energy demand and power generation technologies in the tropics Many of the countries within the tropics are highly populated and this results in various problems related to the environment and energy The demand for energy in these countries keeps increasing but concurrently there are also environmental issues that require serious attention As the global concern on the environment is alarming today the choice of power generation should be of the cleanest possible resource This various reports on research activities carried out in the tropics on the aspect of environment and energy presented in this book are highly beneficial for those who like to see an improvement in the tropics with regard to environment and energy systems **Resources in Education** ,1996

Cumulated Index Medicus ,1988 **Current Index to Journals in Education** ,1980 **Books in Series, 1876-1949** R.R. Bowker Company,1982 **Remote Work Technology** Henry Kurkowski,2021-09-08 Your small business survival guide for the remote work environment In Remote Work Technology Keeping Your Small Business Thriving From Anywhere experienced SaaS and telecommunications entrepreneur Henry Kurkowski delivers a step by step walkthrough for using SaaS technology and communication apps to power your small business from anywhere on the planet You ll learn how to capitalize on the ability to hire a geographically distributed workforce and excel at serving clients at a distance You ll also discover why and how you need to alter your approach to management and spot the common pitfalls that litter the way to a truly distributed business This important book includes Valuable case studies of businesses that embraced the reality of remote working during and after the COVID 19 pandemic and cautionary tales of unexpected challenges that arose during the transition Discussions of how to incorporate remote workers into efficient workflows to increase your business productivity Explorations of how to support your employees when you can t just pop into their office Perfect for small business founders owners and managers Remote Work Technology is also a must read guide for independent contractors who work directly with small businesses and entrepreneurs *International Books in Print* ,1986 **APAIS, Australian Public Affairs Information Service** ,1998 Vol for 1963 includes section Current Australian serials a subject list **Government Reports Annual Index** ,1990 *The Remote Work Handbook* Mari Anne Snow,2022-09-13 The Remote Work Handbook The Definitive Guide for Operationalizing Remote Work as a Competitive Business Strategy is for readers seeking to leverage the business benefits of a flexible remote workforce It is a practical guide for building and implementing remote work at any size organization C suite executives operation leaders business owners or entrepreneurs who recognize the workplace is changing can use it to re tool their operations for a strategic business advantage Mari Anne Snow the author is a recognized remote work expert with over 20 years of experience leading remote teams and has re written the rules of leadership to unlock the potential in remote and distributed teams In this book she shares all her secrets The book explores the untapped potential of remote teams and lays out the business case for adopting a new flexible workplace model to build organizational resilience and a competitive edge It takes the reader through the step by step process of constructing a remote work

operating model staging an implementation then institutionalizing and sustaining the change It includes down to earth professional and personal stories that alert the reader to the top priorities and operational realities they will face as they craft their own implementation plan for operationalizing remote work at their company

Surviving Remote Work Sharon Koifman,2020-11-17 Sharon Koifman is a survivor He survived the dot com crash He survived working with outsourcers that mastered English like fish mastered riding bicycles And he survived building and leading a completely remote business spanning four continents With two toddlers in the room The title of this book is a lie Sharon Koifman didn t survive remote work He thrived with remote work Surviving Remote Work is the distillation of a decade of lessons Inside you ll learn the tools strategies and tactics to survive and thrive as a leader in the remote age Things like How to keep your company culture alive remotely or even build one from scratch A world class recipe for onboarding new remote people one that has received praise from dozens of clients and hundreds of employees How to manage and avoid distractions for yourself and your team What is the best remote communications technology that no one is using How to protect your business and your clients data in a fully distributed operation How to keep the extroverts in your team from wanting to kill themselves How to keep the introverts in our team from wanting to kill themselves And much much more Some awesome authors have interviewed studied and collected data for their business books We love those guys We like their books But this is something different This is a book by someone who experienced everything described within firsthand Sharon made all the possible mistakes plus a couple of impossible ones in remote work All so you don t have to Buy it now and learn how to survive remote work

Remote Work Excellence Beverly Betton, PhD,2025-03-04 Achieve Success in the Remote Work Era The way we work has changed forever Remote work isn t just a temporary trend it s a revolution But are you truly maximizing its potential Whether you re an employee manager or entrepreneur mastering remote work requires strategy discipline and the right mindset Without a clear plan remote work can lead to distractions miscommunication and burnout Imagine a workday where you re productive focused and balanced without unnecessary meetings long commutes or workplace distractions This book equips you with the proven techniques and strategies used by top remote professionals and companies worldwide From setting up the perfect home office to leading high performing virtual teams you ll discover how to thrive in the remote work landscape With expert insights real life case studies and actionable frameworks you ll learn how to Boost productivity using time tested remote work strategies Communicate effectively with remote teams and clients Create work life balance and avoid burnout Manage and lead remote teams with confidence Stay competitive in the evolving digital workplace Don t just adapt to remote work master it Whether you re working remotely for the first time or looking to enhance your skills this book is your ultimate guide to success in the modern workplace Get your copy today and unlock the full potential of remote work

The Remote Worker's Handbook The Staff of Entrepreneur Media,Jason R. Rich,2023-03-14 Upgrade your office to anywhere in the world Remote work offers more flexibility autonomy and freedom in the modern workspace while you

continue to climb the corporate ladder With top companies like Apple Amazon UnitedHealth Group and more adapting to the hybrid remote model you have the power to make your career goals fit your lifestyle Curate your ideal home office or take your life on the road limitless options limitless potential Learn what it takes to become a successful remote worker with all the tips of the trade detailed in *The Remote Worker's Handbook* Jason R Rich and the experts at Entrepreneur help you build the necessary skill set to make transitioning to remote work a walk in the park so you can take that actual walk in the park Using this comprehensive guide you'll discover Time management and collaboration applications to keep yourself organized The key to adapting your home office or shared workspace Tools to navigate the cloud virtual calendars and the wide variety of free services available Software and technology exclusive to the remote worker Experience the freedom and flexibility of remote work and take your career to the next level with *The Remote Worker's Handbook* [Remote Work Transformation](#) Amelia Scott, AI, 2025-05-05 *Remote Work Transformation* explores the profound shift towards remote and hybrid work models examining how organizations can adapt and thrive in this evolving landscape It addresses whether remote work is a lasting trend or a temporary adjustment providing a fact based analysis of its impacts on productivity corporate policy and even urban real estate One intriguing aspect discussed is how simply replicating traditional office structures virtually is insufficient Instead a holistic data driven approach is needed The book delves into key areas starting with an examination of remote worker productivity collaboration and innovation It then explores the necessary corporate policy changes such as remote first leadership and inclusive communication Case studies illustrate both successful and unsuccessful implementations Finally the book broadens its scope to analyze the macroeconomic effects of remote work including its impact on urban areas and economic opportunity It offers actionable advice for businesses and individuals navigating the complexities of the future of work emphasizing the importance of organizational culture alongside digital transformation Approaching the topic with a blend of quantitative data and qualitative insights *Remote Work Transformation* bridges the gap between speculation and actionable strategies It presents complex information in an accessible manner making it valuable for business leaders HR professionals and anyone seeking to understand the implications of remote work The book progresses systematically through productivity policy and broader economic impacts providing a comprehensive understanding of the remote work phenomenon within the context of business management and economics *Remote, Inc.* Robert C. Pozen, Alexandra Samuel, 2021-04-27 You can thrive and excel when you're working remotely if you adopt the mindset habits and tech tools of professionals who are even more productive outside the office Learn to think like a business of one and that entrepreneurial mindset will transform your experience of remote work Remote work can be satisfying and productive once you craft a strategy that taps into the unique advantages of working from home After a year in which many of us plunged into remote work overnight we finally have a chance to make thoughtful choices about how to combine remote and office work and how to make the most of our days at home *Remote Inc* gives you the strategies and tools you need to

make remote work a valuable part of your renewed working life Learn how to Gain control over how and when you work by focusing on objectives not the 9 to 5 workday Wow your managers by treating them like valued clients Beat information overload by prioritizing important emails and messages Make online meetings purposeful focused and engaging Build great relationships with your colleagues whether at the next desk or another city Find a balance between work from home and life at home Make a remote work plan that lets you get the best from time at the office and the best of home Remote Inc takes you inside the mindset and habits of people who flourish while working outside the office some or all of the time people who function like a business of one That s how productivity experts Robert C Pozen and Alexandra Samuel describe the mindset that lets people thrive when they re working remotely whether full time or in combination with time at the office You can follow their lead by embracing the work habits and independence of a small business owner while also tapping into the benefits of collegiality and online collaboration

Work From Home Zone Angela Crocker,2021-10-15 From author Angela Crocker thought leader on online communities digital decluttering education technology and content planning comes the definitive guide to working from home for employees and entrepreneurs Most books about working from home are written for the businesses and employers managing others This book is for the employees and the self employed the workers and the entrepreneurs who are often overlooked when it comes to how to handle working from home Including how to s and case studies Crocker discusses how to carve out your work space and meeting space how to deal with communication technologies and of course how to set and maintain boundaries for a healthy and happy work and home life and so much more

Remote Working Before and After COVID-19 ,2020 In the UK there has been a notable trend towards remote working for over a decade and particularly in the last two years The lockdown imposed on March 23rd to contain the impact of COVID 19 has hit fast forward on this trend in many industries where jobs can be continued at home Focusing on three key impacts of that fast forwarding this case study will show what the main drivers of the remote working trend were pre pandemic and what they will look like in a post pandemic world The report shows that following the radical catalytic event of the COVID 19 pandemic demand for remote working will come from both workers and business leaders

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Table of Contents Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study

1. Understanding the eBook Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - The Rise of Digital Reading Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - Advantages of eBooks Over Traditional Books
2. Identifying Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - User-Friendly Interface
4. Exploring eBook Recommendations from Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - Personalized Recommendations
 - Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study User Reviews and Ratings
 - Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study and Bestseller Lists
5. Accessing Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study Free and Paid eBooks
 - Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study Public Domain eBooks
 - Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study eBook Subscription Services
 - Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study Budget-Friendly Options

6. Navigating Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study eBook Formats
 - ePub, PDF, MOBI, and More
 - Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study Compatibility with Devices
 - Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - Highlighting and Note-Taking Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - Interactive Elements Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
8. Staying Engaged with Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
9. Balancing eBooks and Physical Books Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - Setting Reading Goals Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - Fact-Checking eBook Content of Remote Work Case Study For Entrepreneurs 20 515 Remote Work Case Study
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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