Strategies for Working Remotely

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Elaine Raybourn is a social scientist in the Statistics and Human Systems Group (Applied Cognitive Science) at Sandia National Laboratories. Her research focuses on virtual teams, HPC developer productivity, and transmedia learning. She holds a PhD in Intercultural Communication with an emphasis in Human Computer Interaction and a graduate certificate in Modeling and Simulation of Behavioral Cybersecurity. Elaine has worked remotely for a combined total of 15 years while at Sandia National Laboratories: from the UK as a guest researcher at British Telecom; Germany (Fraunhofer FIT) and France (INRIA) as a Fellow of the European Research Consortium in Informatics and Mathematics (ERCIM), and most recently as Sandia’s Institutional PI for the IDEAS-ECP productivity project. She leads PSIP and the ECP panel series Strategies for Working Remotely.
Presentation Outline

PERSPECTIVE TAKING
• Rethinking what we know about working remotely
• Reimagining flexible work

REVISITING RESILIENCY
• Given what you’ve already heard about effective teaming and virtual collaboration (for yourself, individuals, and teams) – what questions do you still have?

CREATIVITY and INNOVATION
• Opening up a space for informal community dialog
• Communicating wide and deep

CONCLUSION and DISCUSSION
• Collaboration equity empathy, inclusion, authenticity
“You have no idea how depressing and fatiguing it is to live in the same house where you work.”

U.S. President Chester A. Arthur, 1881-85
What is your pre-pandemic experience with working remotely?

You are a remote worker when you travel, work offsite, work with a team on different floors of the same building, or from a co-located space across the laboratory complex, and yes, when you work from home.

How is working remotely now qualitatively different?
Why do we need strategies for working remotely?

Our media habits are changing and our cognition is increasingly distributed.
degraded and overUSED communication channel

Unplanned change
Fluid scenarios versus static configurations

- Imagine a day in the life of a flexible worker, virtual worker, or telecommuter.
- How many of the scenarios above are you a part of?

Remote First  |  Single or Multi-site  |  Flexible + Dispersed

Lab-wide informal community dialog: the ECP Panel Series

In response to the COVID-19 pandemic, the Interoperable Design of Extreme-scale Application Software - Exascale Computing Project (IDEAS-ECP) launched the panel series Strategies for Working Remotely.

UPCOMING EVENTS
Strategies for Working Remotely Panel Series – How to Make Teams Tick
October 29, 2020
In Spring 2020 many workers abruptly transitioned from a primarily on-site to a remote work environment due to the COVID-19 pandemic. In the IDEAS-ECP panel series Strategies for Working Remotely, experts share strategies for making remote teams successful.

ALL PAST EVENTS
Strategies for Working Remotely Panel Discussion – Virtual Onboarding and Mentoring
June 30, 2020
Several laboratories have onboarded interns and new team members to work remotely with geographically dispersed teams. What are some lessons learned and best practices that we can take away from this experience? Staff members of DOE laboratories will speak about their experiences in onboarding and mentoring new hires virtually.

Strategies for Working Remotely Panel Discussion – Challenges Faced by Parents Who are Working Remotely, and Overcoming Them
April 24, 2020
While working remotely is challenging enough, many are currently experiencing unique complications involved with parenting. This panel brought together five staff members of DOE laboratories to discuss their experiences and how they are overcoming these challenges.

Strategies for Working Remotely: Making the Transition to Virtual Software Teams
May 21, 2020
As working remotely has suddenly become a near-universal experience for staff members of DOE laboratories, this panel brings together staff members of DOE laboratories, who will speak about experiences in recent transitions from colocated and partially distributed software teams to fully virtual software teams.

Details and links to view the events are available on the ECP website.
Future of work: collaboration equity, empathy, inclusion, authenticity

- Be a team player, and if you lead a team – do it well.
- Leave digital footprints that are persistent, collaborative, and shared
- Know the pros and cons of communication and when to use for best results
- Carve out time on your calendar for thinking, reflection, exercise, and eating lunch
- Learn new skills, unlearn old habits
- Seek new perspectives on diversity and inclusion
- Expand your mental model of “productivity”
- Keep process changes that are positive – challenge assumptions, and “how we used to do it”
- Scale productivity of small teams to Teams of Teams

It’s not perfect now, so use this opportunity to position our organizations for the future of work
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For more IDEAS-ECP information: https://exascaleproject.org/better-scientific-productivity-through-better-scientific-software-the-ideas-report