

RESPONSES FROM PEOPLE ON LINKED IN AND EMAIL REGARDING REMOTE HIRING AND REMOTE WORKING

Hello Jyothi

In response to your request for new hire experience, I am sharing mine. Since there were positive and negative aspects, I will separate them. Hope this helps. Let me know if you need clarity on any of the below in particular.

Positive Aspects of remote hiring

1. Scheduling interviews was much easier as people were more accommodating of other persons availability (Taking kids needs into consideration)
2. Recruiters were more responsive to after interview feedback vs pre Covid days when it was a black box for the candidate till the company decides to respond
3. Companies were honest when a position that was posted, went on hold due to Covid
4. Recruiters were in touch periodically when they were waiting for a feedback from the hiring Manager
5. There was a lot more kindness and empathy from the interviewer - Example I am sorry this position is not working out for us.... But these are the things we really liked about you and hence would like to stay in touch with you
6. No picture perfect 'Interview look' needed for the interview - A clean shirt and coat was all that was needed. So, no judging on looks

The negative aspects of remote hiring

1. You get only the phone call time to make your onetime best impression
2. It's hard to assess the other person when remote - Your gut feeling about the other person is limited
3. Salary discussions were difficult as the market was very difficult with limited openings and surplus candidates (It appeared). I now know on the hindsight; the right candidates are still limited.
4. It's still hard to put a face to the name and make that association with others in virtual meetings (The profile pics are so different than what they appear to be when we have a video meeting)
5. I don't know anyone other than who I work with. So, relationship building is difficult in the company is difficult
6. No more sidebar conversations aka, getting to know a coworker
7. Virtual hiring, virtual training, virtual meetings, there is much lost.

Aruna Vennelakanti

Hi Jyothi! Im Guillermo Paez, we did TiSDD in Amsterdam back un Februrary. Hope you are doing well, and that you all your loved ones are healthy and safe in these crazy times!!! 😊

On the topic that you requested on linkedin. I can give you my experience as a BO. We have hired a number of ppl (>30) since ourstay-at-home started in Argentina. Just to give you some context we are in

mandatory quarantine in March, meaning no schools, no malls, no sports, and so forth.

Vast majority of our organization (which is more than 20K ppl) has become remote, during the pandemic. It was a huge transformation at every level. We have no plans to return to the office in the short term.

Somewhen around May I was put in charge of a new project, which required us to hire developers Ux/UI designers, Agile coaches, etc. As you can imagine we needed to rebuild our entire process. It was a nightmare!! Main reason was we didn't have the culture to: a) deal with that kind of profiles b) do it remotely

So, what we did was to setup a small team (3 ppl) who were accountable for E2E recruiting and onboarding process, including researching, head hunting, paperwork, hardware delivery, welcome package, inception, etc. We gave them some extra budget (not a lot, but some) to not be worried about small issues (which were kind of HUGE problems on the old organization) and we told them that we were measure their results for the feedback that we got from the new comers. It worked like a charm!!! Meaning every single new employees was delight about how that onboarding process went. Many of them told me that it was the most enjoyable onboarding that they had had (interesting fact we are talking about millenians here, they had experience a million onboarding process already!) So long story short, We changed completly our approach. Put a team to handle everything (vs traditional approach were you have HR, IT, and BO involved) and give them the freedom on the "how". At least in my experience it pays off!

If you need any further comments I more than open to discuss it.

Stay safe!

Best Regards!

GP

Hi Jyoti, Hope you are well!

Sorry for my late response! starting a new job and switching houses aint easy during corona!:) Im still in the middle of my onboarding.. two weeks in.

The hiring process was pretty random. Within a week I had 2 interviews. one was a physical meeting, which was actually just like always. The second one was a interview with 5 people via Zoom. This was very intense. I think it was because instead of sitting with people around a table, you suddenly had 5 faces full staring at you telling your story. And then it all went very fast, I got hired the same day. The first onboarding day was also like normal, there was a working student showing me around. The first week I was just at the office, and everyone i needed was there. There wasnt a special onboarding trajectory. This is also maybe because im part of a new team, some kind of startup within the company. So were all basically onboarding still:) Now since a week we are all working from home, everyone from the team is helping me out a bit. We communicate though teams normally. We have a startup meeting with the team in the morning, and through out the day I have meetings with seperate colleagues to get to know them and ask questions. What i do notice is that when ive got one of the million questions you have when youre new.. oits quite annoying you cant just walk by, but have to call someone. I also experience that its very important to meet people physically at least once. You feel much more connected with a colleague also later on during a digital meeting. I think when your remotely onboarding, lots of contact moments, especially at the beginning of the day are super important, to get you going for the day. Even a second meeting as a possibily could be valuable, is however not always manageable.

Sorry long story, hope it is still a bit usefull.

All the best,

Suzanne

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Probably i had adopted this some time back, in my role to work remotely from a head Office as i had to interact with my teams in different states ! That was a start !And now to work from home is yet another extension to working from a head office !

Working from home challenges !

To start with I am a very interacting person very connected with my colleagues in different portfolios and so yes I do terribly miss the work atmosphere, the work discipline , the see, look and contact feeling!

The role that lam in , for most part is desk oriented in Systems, i do occassionly have to have an insight into the manufacturing floor to watch and observe manufacturing operations and that is a big miss if i have to exclusively work from home !

so it does delimit my functions to a tiny extent as i have my teams managing that !

Typically for a workaholic like me theres no end to the finishing times ! and that can be annoying for the family i guess !

Other challenges are very little as I tend to sometimes get distracted with house activities happening around house etc

My mitigation approach has been to get dressed in office wear and get on to my little office and start work and put reminders on my phone when to STOP work .

Thanks for commenting Jay. Good insights. You started working remote from the HO before covid. The difference between remote work then and now is that you knew for anything more or clarity you could go meet people in person. So it was a choice to be remote. Now we will have to try and figure how to make up for those missed nuances, body language and that sort of thing.

I think the blurred line between work and home for workaholics is a big one you mention. I have been guilty of ignoring that line often. Being conscious of it and trying to create a solid line so we have work life balance, is important. Thanks for the input again. I will be using all recommendations when I write up my report.

I have to say that personally I have befriended the challenge of "remote teams", already at the beginning of my career, when in 2005 I managed team in Guangzhou (CN), but working with teams in Sydney and Houston.

Nowadays, we are far more advanced with technologies that allow seamlessly to collaborate with each other! It is at the reach of our smartphones.

Therefore, it gets more important to secure mindfull breaks out of working time and live healthy but productive lives. Let's commit to that!

My feedback is that I have been in WFH mode for some time as the benefits outweigh the challenges. No commute, more flexibility, better work life balance, improved productivity. I miss the water cooler sessions occasionally, but not enough.

I suggest these practices for the more recent remote workers and I am pasting those here.

1. Stick to the work routine including dressing up.
2. When things get back to normal arrange for face to face alignment meet ups quarterly at least.
3. Don't rely on email and text too much.
4. Use video for one on ones at least

I will also add that it might be better to defer making group decisions on video calls, or rather don't make it on just one video call. Not everyone is comfortable to adapt to this change and so I would look for a slightly different way of leading up to group meetings, especially where a decision needs to be made with input from people. Thanks again for writing.

Not totally employed right now but indeed I am remotely working in a sense of 1. Job Hunting (Linkedin social engagement) 2. Upskilling (online learning) 3. Online collaboration (Webinars) ... pros are that I have been more active as a content creator and an online participant but the cons are that I am still prototyping a better way of juggling my new life in the full quarantine and not everything is sound because I get distracted with home duties as a new parent and I also lose my focus/flow ... I need a my own studio space i guess.