

Benefits of Remote Work

Employer Perspective

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Points to cover

- **Brief Background**
- **What is WFH**
- **Employer Benefits**



Background

1999-2006



2006-2009



2010-2017



2017- date





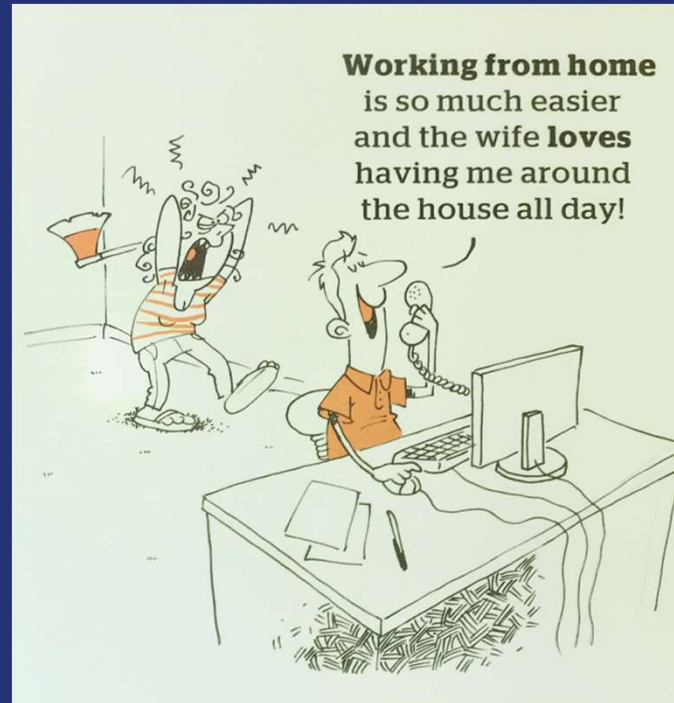
From 50 to 300+ in <4 yrs

Fully remote - no office

All 26 counties

Multiple roles & growing





Terminology

WFH - Working From Home



WFH - What people think it is

YAHOO! PROPRIETARY AND CONFIDENTIAL INFORMATION — DO NOT FORWARD

Yahoos,

Over the past few months, we have introduced a number of great benefits and tools to make us more productive, efficient and fun. With the introduction of initiatives like FYI, Goals and PB&J, we want everyone to participate in our culture and contribute to the positive momentum. From Sunnyvale to Santa Monica, Bangalore to Beijing — I think we can all feel the energy and buzz in our offices.

To become the absolute best place to work, communication and collaboration will be important, so we need to be working side-by-side. That is why it is critical that we are all present in our offices. Some of the best decisions and insights come from hallway and cafeteria discussions, meeting new people, and impromptu team meetings. Speed and quality are often sacrificed when we work from home. We need to be one Yahoo!, and that starts with physically being together.

Beginning in June, we're asking all employees with work-from-home arrangements to work in Yahoo! offices. If this impacts you, your management has already been in touch with next steps. And, for the rest of us who occasionally have to stay home for the cable guy, please use your best judgment in the spirit of collaboration. Being a Yahoo isn't just about your day-to-day job, it is about the interactions and experiences that are only possible in our offices.

Thanks to all of you, we've already made remarkable progress as a company — and the best is yet to come.

Jackie



WFH - What is it?



WFH - What it really is

Employer Benefits

1. Generational Change









A slide with a white background and colorful geometric shapes (black, green, red, orange) at the corners. At the top center is the logo for 'the mathstutor.ie', which consists of a colorful triangle above the text 'the mathstutor.ie' and 'ONLINE SUPPORT SYSTEM FOR JC & 1C MATHS'. Below the logo, the text 'One Minute Overview!' is centered in a black font.



WORKWELLNESS HARMONY
RELAXATION FAMILY BALANCE SPIRIT
FITNESS LIFE WORKOUT EXERCISE MEDITATION
SOUL COMMUNITY



2. Talent War

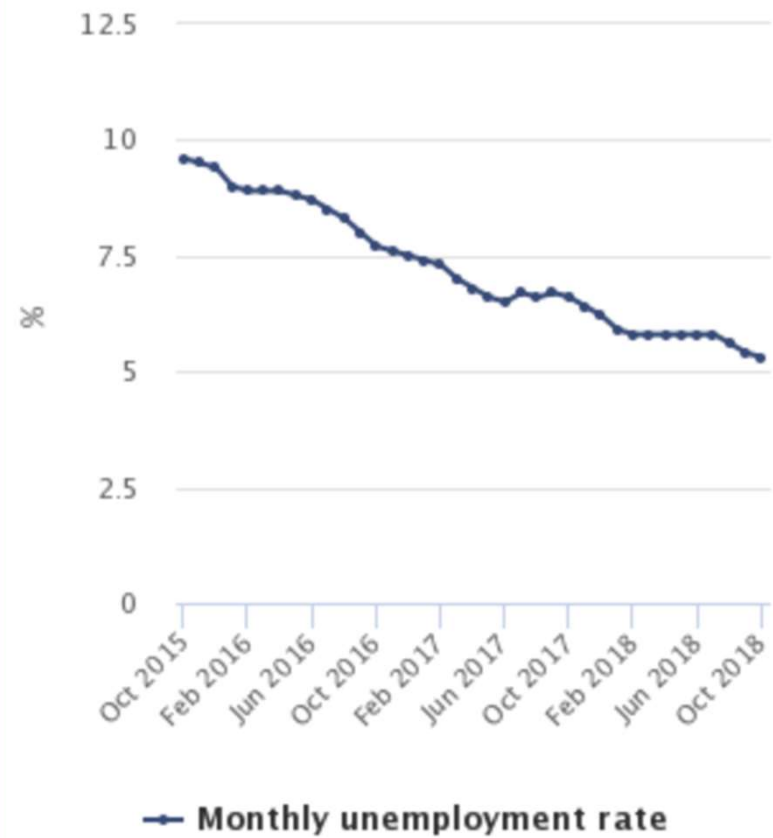






Employee Retention

Figure 1 Monthly unemployment rate (ILO), October 2015 to October 2018



Source: CSO Ireland





3. Cost

Cost Reduction
Productivity Increase
Lower Attrition Rate
Environmentally Friendly

\$2,000 per employee facility savings
13.5% productivity boost
50% drop in attrition rate
No commuting

*Prof. Nicholas Bloom, Stanford University and James Liang CEO, CTrip
National Bureau of Economic Research - Working Paper No. 18871 - Issued in March 2013*



4. Productivity

More productive
More timely
More collaboration

83% - ability to communicate and collaborate was same or higher

69% - said they were more productive when working remote

75% - said the timeliness of their work improved when remote

Link: [Cisco Study](#) (conducted in 2009 with N=2,000)

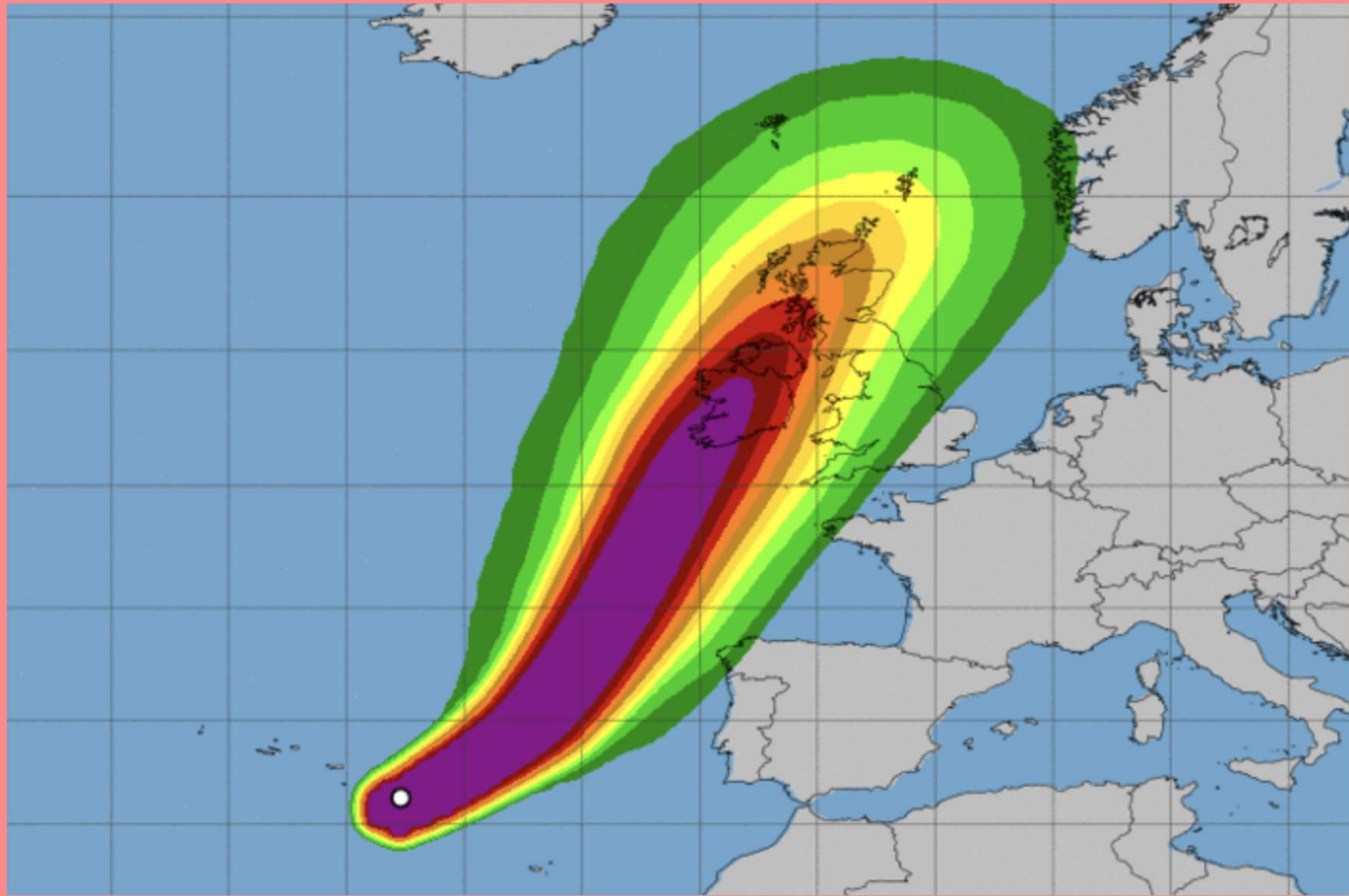






WORKWELLNESS HARMONY
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SOUL COMMUNITY

5. Resilience





105-110% Attendance Rate

Employer Benefits

1. **Generational Change**
2. **Talent Pool**
 - a. **Diversity**
 - b. **Retention**
3. **Cost**
4. **Productivity**
5. **Resilience**





Thank You!

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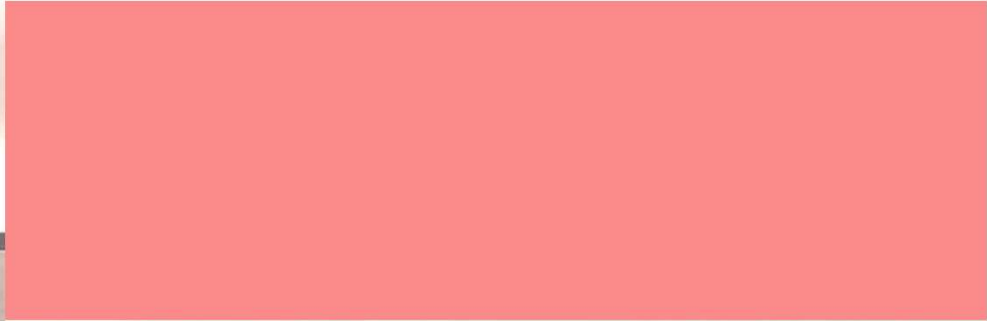
Yonder Podcast #61



Why?

SPARE SLIDES





“The Moment”





**WFH
WTF?**

Practical

Quirky

Awesome!

Powerful

Meaningful

Practical



Health

Communication

Connections

Mental Health

Remote as a skill



So What Should We Do?



WHO
WE ARE
IS HOW
WE
PLAY

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Behind the turmoil at the house of Kiely

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Mr Dependable

Rob Kearney on business and life after rugby



STOP !!!!



1. Stop waiting for a National Broadband Plan
2. Stop looking to others to solve
3. Stop focusing just on your own priorities

START



1. Commit to being a SmartWorking Evangelist

START



1. Commit to being a SmartWorking Evangelist
2. Make it a personal & company priority - 2019

START



1. Commit to being a SmartWorking Evangelist
2. Make it a personal & company priority - 2019
3. Developing a long term plan - 2023 legacy

My 2023 Legacy

Digital/Remote angle to WAW

My 2023 Legacy

Digital/Remote angle to WAW

Ireland - 5x growth of people 100% WFH

My 2023 Legacy

Digital/Remote angle to WAW

Ireland - 5x growth of people 100% WFH

Ireland - #1 World for SmartWorking

My 2023 Legacy

Digital/Remote angle to WAW

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Robust policy - incl. tax incentives

My 2023 Legacy

Digital/Remote angle to WAW

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Robust policy - incl. tax incentives

I will be one of the catalysts for this change

What will your 2023 legacy be?