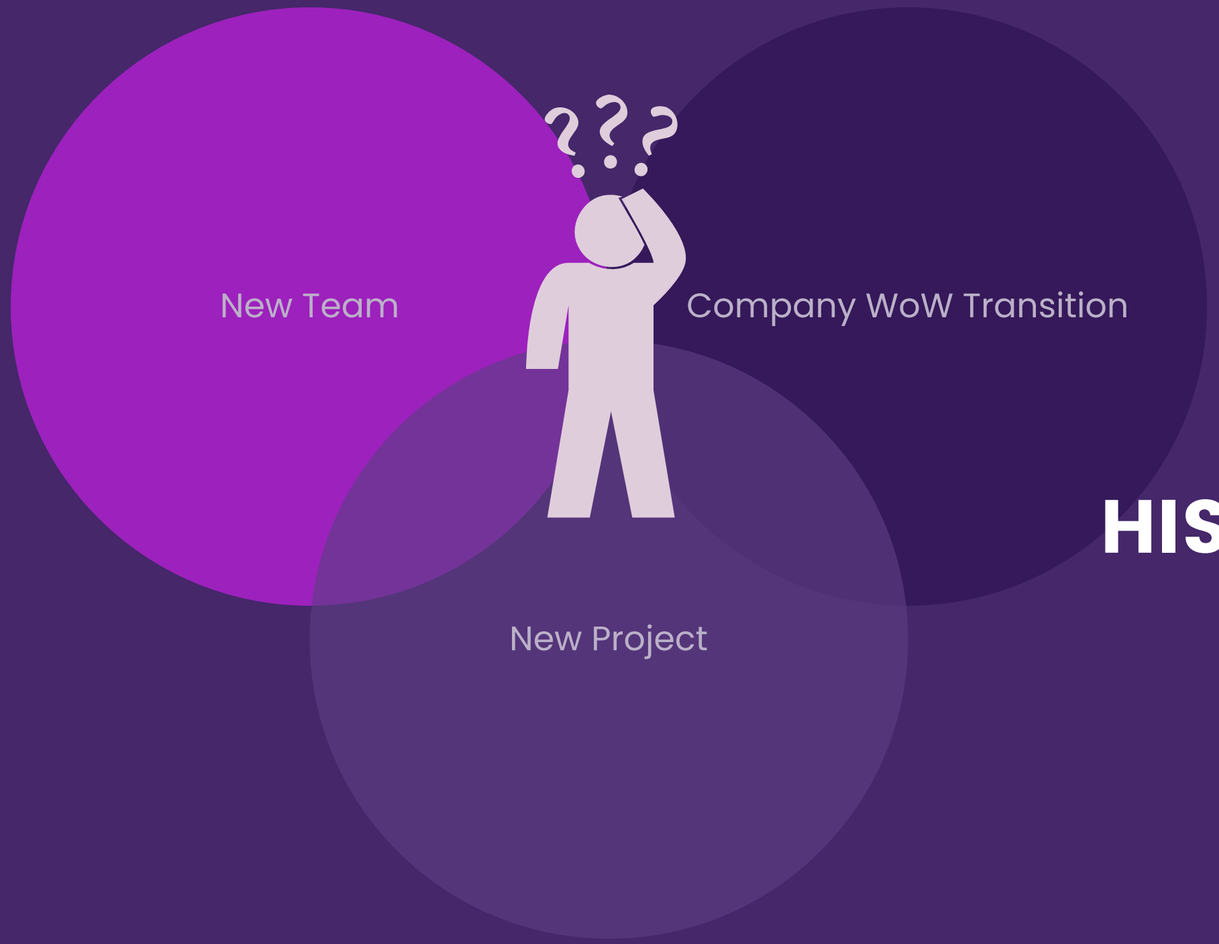
TRANSITIONING FROM SYNCHRONOUS TO ASYNCHRONOUS

(AND SOMEWHERE BETWEEN)

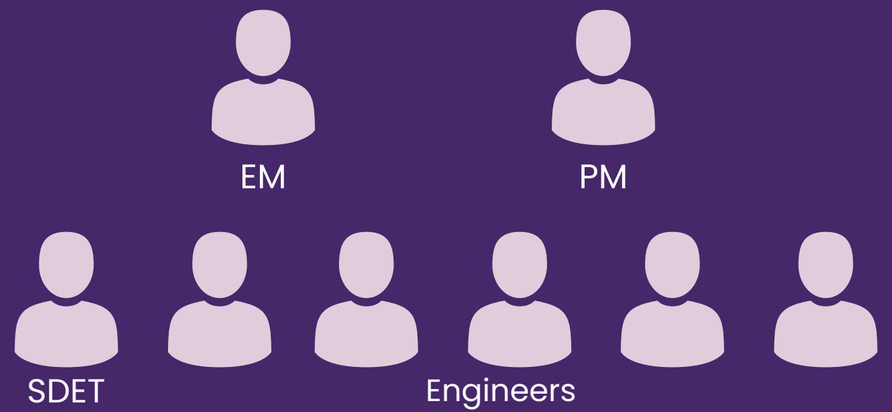
WHAT IS ASYNCHRONOUS WORKING?

"COLLABORATION WITHOUT THE NEED FOR INSTANT FEEDBACK"



HISTORY

THE TEAM



Where do we start?

What's the journey?

What are the unknowns?

How do we build it?

What's the first deliverable?

What obstacles are we going to face?

"LET'S BUILD OUT A BACKLOG"

Approach

Multi day remote workshop

Inflexibility

Meeting availability

Mental fatigue

TRADITIONAL ISSUES

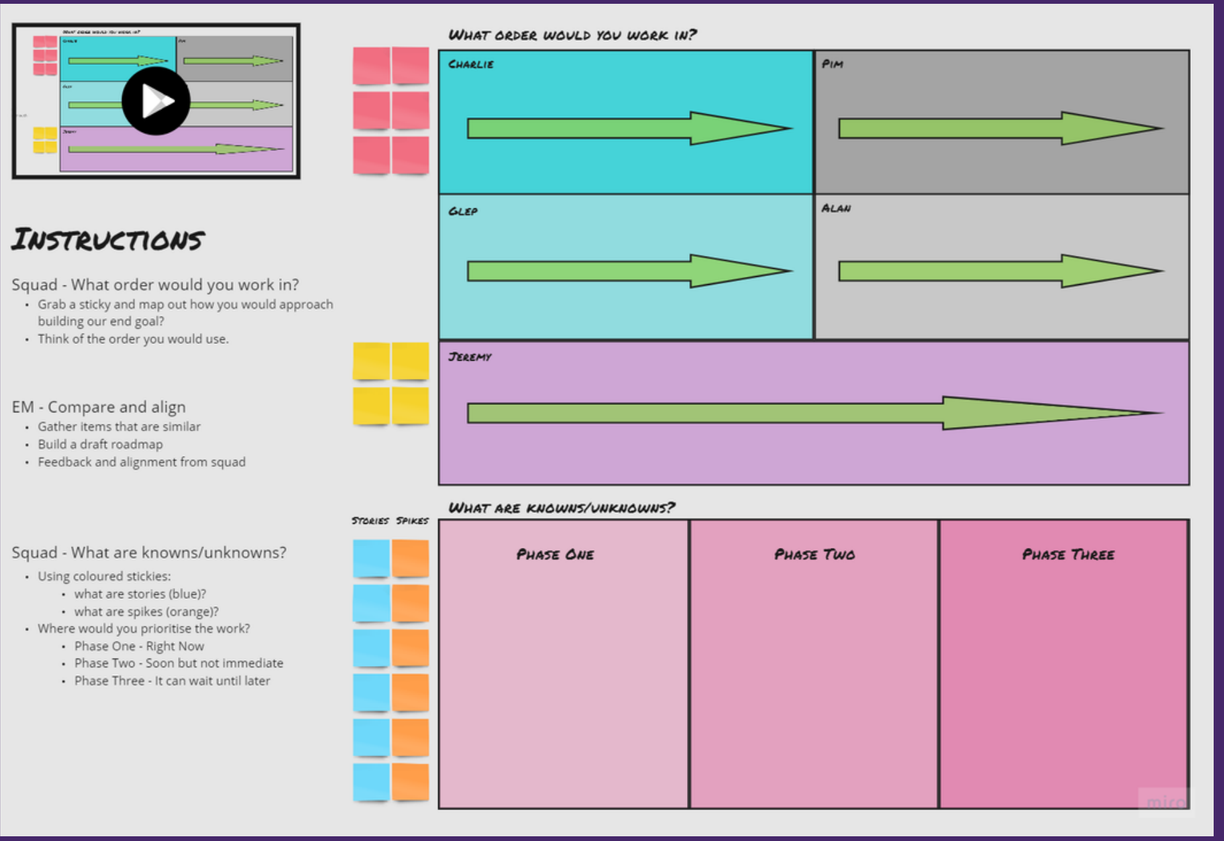
Enables Asynchronous Working

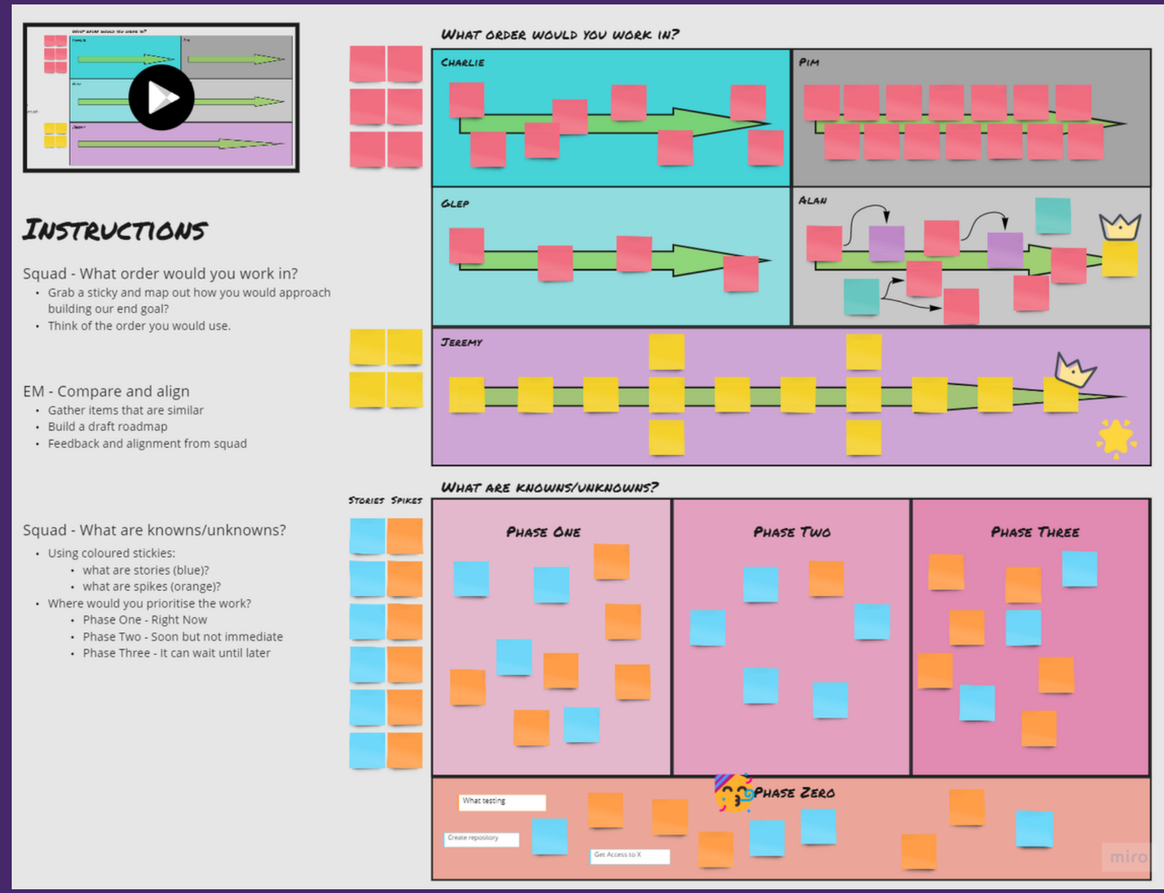
Freedom to be Creative

Online Whiteboard

Comments

The Async Approach





OUTCOMES

- Time to Think
- Inclusive
- Unified Team
- Decision History
- Language Barriers Removal
- Documentation
- Flexible Working

OTHER TOOLS

Asynchronous Comms

slack

Knowledge Sharing

ATLASSIAN

Backlog

Comments

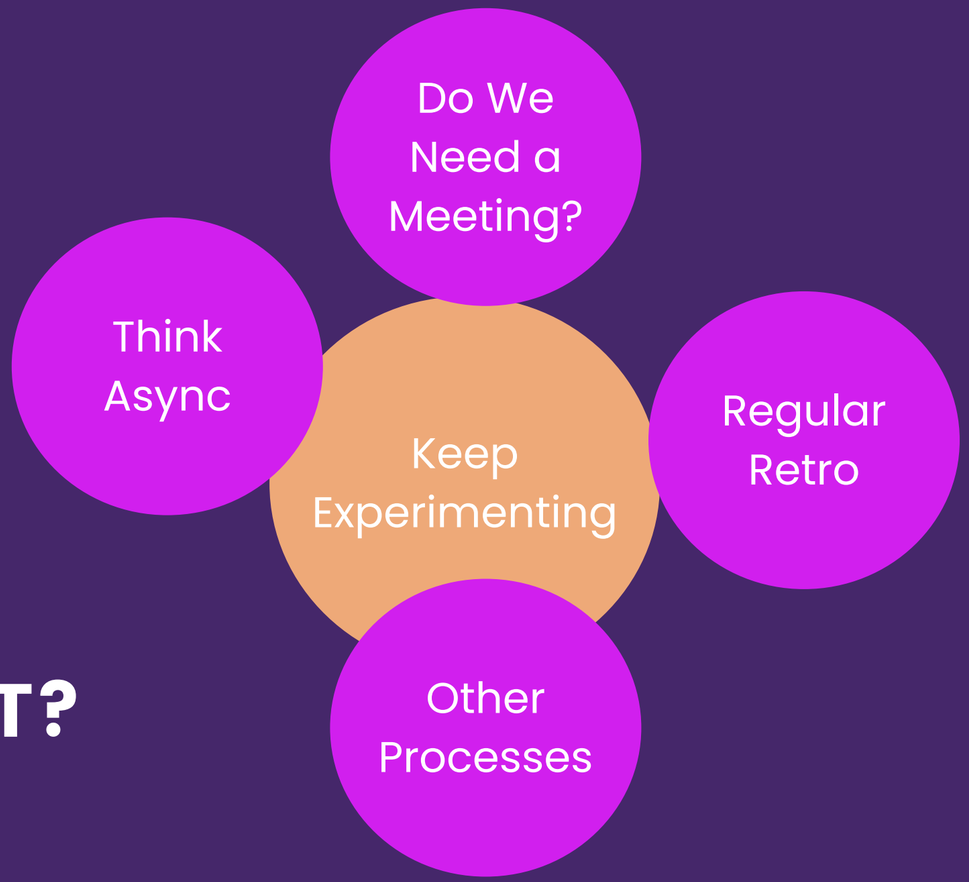
Documentation

Recordings

Microsoft

Synchronous Calls

Show Vulnerability
Avoid DMs
Public Communication
Remove Experts
Team Discussions


Do We Need a Meeting?
Think Async
Regular Retro
Keep Experimenting
Other Processes

WHAT NEXT?

Improve
Onboard Teams
Spreading the Word
Regular Feedback
Showcases

Notification Overload

Full Company Adoption

STEP BACK (A LITTLE) TO SYNCHRONOUS

Some Processes Can't Async (yet)

Documentation Overload

Self Management Skill

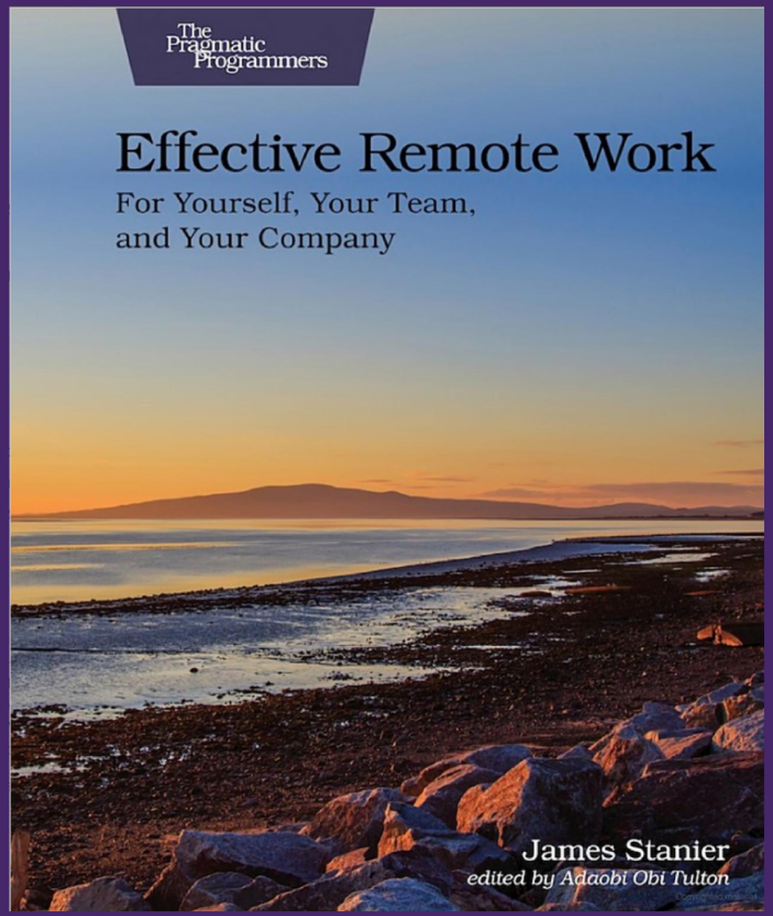
BALANCE

TRUST

FEEDBACK

EXPERIMENT

THINK ASYNC



RESOURCES

GitLab

All Remote

GitLab is one of the world's largest all-remote companies

Gitlab

thank you!

Slido - Q&A

Think Async