



iRonin.IT

Remote work done right

50+ software samurais
10+ years of remote work

Learn how iRonin.IT created
a successful remote work
culture 10 years ago

Our clients, who know that iRonin.IT has been a remote-first company for 10 years, have recently started asking us about tips and solutions for operating this way. Remote work has suddenly become a necessity to many businesses who have not prepared for this and are worried about a number of problems.

Problem

No control over employees' and teams' progress.



Difficulties with time management and switching into work mode while at home.



Impeded communication.



Difficulties with concentration and engagement.



Slower information flow.



A lack of social interactions between team members.



Our solution

We use task tracking and project management tools (like Jira and Gitlab), time tracking tools (our own PM Sentry) and use a CRM to measure key business metrics.

Thanks to good time management and open channels of communication with clients, we work as effectively from home as we would from an office. Team members choose their schedules for a better work-life balance.

We run daily video standup calls, use Slack messaging every day, and share files through the G Suite and Dropbox Paper.

Team members receive mentorship support and are able to achieve more and deliver tasks more efficiently from home than they would from a noisy, distracting open space. If they want to, however, we provide them with coworking space once a week.

We complete and store much of our work online. This includes reports and communicating with clients on our progress.

We organize regular team integration events, all around our country.

Why use our know-how?

- Remote work at iRonin.IT was a part of our culture since the company's founding in 2010.
- It's not just "remote work" to us - it's who we are as a company. Remote work processes are built into our culture.
- We've been doing this successfully for 10 years in the IT industry.

Why did we decide to found a remote-first company and cultivated this culture for so long?

The benefits of remote work:

- Superfast video meetings that are easy to schedule and fit between other tasks.
- Time saved on commuting. Our teammates are well-rested and lead balanced lifestyles.
- Lowered administrative costs: instead of maintaining an office, we can channel the money into motivational bonuses for employees.
- Improved efficiency in dispersed teams.



Less office stress creates a comfortable working environment in which employees are much more dedicated to performing tasks. When a team works 100% remotely, everybody shares knowledge and supports each other as the lack of physical closeness causes a natural need for contact, and that means a lot of calls and productive online meetings.

Monika Otulakowska
HR Manager

Not convinced that remote work could do wonders for your business? Here's a checklist to make it work for you.

Use our remote work **checklist** to make sure you and your team are prepared to start working from home.

Work organization

- ✓ Flexible working hours
- ✓ Daily standups
- ✓ Weekly report calls
- ✓ Result tracking with automation and smart KPIs

Company culture

- ✓ Clear rules for decision-making
- ✓ Delegating more freedom and responsibility to employees
- ✓ Checking in with team members and being empathetic

Working closely together

- ✓ Meetings and workshops for whole teams
- ✓ Client visits in the office, with workshops
- ✓ Frequent team events

Online tools

- ✓ Fast communication (e.g. Slack)
- ✓ Project management (e.g. Jira, GitLab)
- ✓ Time tracking (e.g. PM Sentry, built by our team)
- ✓ File sharing and management (e.g. the G Suite)

Building team spirit

- ✓ Slack channels for topics the team cares about
- ✓ Opportunities for team members to voice their opinions
- ✓ Transparent internal communication

If you're worried about this, or simply unsure how to proceed and would prefer to consult the situation with someone, talk to us. We'll be happy to share our knowledge, show how we solved our challenges related to remote work, and help you find the best way to transition your team to working from home.

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