

2022

# Remote Influencer Report





# The 2022 Remote Influencer Report

Remote's mission is to bring remote working cultures closer together so that people and companies can grow further. We envision a world where every person and business can find belonging in the global market. But despite the progress that has been made in remote working in recent years, there are many organizations still struggling to embrace this new working model and unlock its power.

So for the second year, we have created a new edition of the Remote Influencer Report — the ultimate guide to the most inspiring and influential thinkers in the remote working world. These are the people that you need to know if you are a company currently adapting or transitioning to a remote model, a remote worker looking for tips, or an HR leader trying to get a better understanding of how work will evolve in the future.

This report brings together 150 remote work experts on remote work; from the pioneers who have been leading the movement for years to individuals who are enabling the expansion of remote anywhere in the globe, as well as the creators of the tools and frameworks required to make remote work a reality.





## JOB VAN DER VOORT

Co-founder and CEO of Remote



Perceptions of remote work have changed beyond recognition in the past two years, but I believe that the transformative potential for remote work on our lives and careers is still early in its journey.

As a company, **we at Remote work to create belonging and connection for remote workers around the world,** and we want to help as many people as possible do the same. In this year's Remote Influencer Report, we have included people who inspire us on a daily basis and are helping to make the world of work better for everyone.

There have been so many dramatic changes since our last report, with more and more exciting and innovative thinkers emerging, so we have doubled the number of names we have included in this year's list. This increase is also a reflection of the fact that more and more organizations are embracing remote working for the long term, making bold choices to change their old habits and **build a business model that puts their employees first.** In this year's report, we aim to celebrate the achievements of some of these remarkable people and create a resource that other organizations and individuals can use to inspire and empower their working futures.

**Welcome to the 2022 Remote Influencer Report.**



## What makes the Remote Influencer Report unique?


Our list is unlike any other influencer list you have ever seen. We have created this list by taking a global and diverse view and making sure we include people who can offer genuinely transformative and empowering insights for those who want to learn how to embrace remote work effectively. Rather than generating a list of remote work advocates, we have identified influencers who can inspire companies considering making the leap to a remote work model or looking for information on how to improve their current model, inform people interested in transitioning to a remote work lifestyle, and help business leaders who want to keep up to date on specific aspects of remote work such as its legal implications.

This report includes a variety of people. Some have been working remotely for many years and have championed the remote work movement. Others have analyzed effective workplace models and have sought out the data on the potential impact of remote work. There are others who have founded companies that are indispensable for remote work to exist, offering workplace and productivity tools, training, or recruitment. The list also includes HR and business leaders who have led their companies' transition to a remote working model, as well as authors advocating for a continued workplace revolution, accelerating the move to a remote-first world.



## How we built the report

First, we looked at our 2021 report, analyzing which individuals continued to have influence on the remote work topic. We then used a combination of desk research and social listening to identify new names to add to our list. We cross-referenced articles citing remote work influencers to see who was really leading the conversation.



To ensure we found all the most influential people, we researched academics, analysts, and workplace experts who have been ahead of the curve on remote work innovations for decades. We also took a deep look at companies which have been created with a fully remote model or have recently transitioned to a remote-first approach. Finally, our community of remote work advocates from all over the world nominated several outstanding individuals.

We used four criteria to determine whether a person qualified for our list:

01

Are they advocating for remote and flexible work practices?

02

Are they actively leading change or influencing others?

03

Do they demonstrate innovation or disruptive thinking?

04

Do they provide accessible advice and guidance?

The result of our research was a long list of almost 500 people, each worthy of being considered a remote work influencer. We then selected the 50 most relevant personalities in each of the three categories analyzed (Innovators, Enablers, and Accelerators), resulting in a total list of 150 individuals leading the remote work movement.



# The three types of remote work influencers

We have categorized our list into three types of influencers:



## Remote Innovators

Remote Innovators are the ones who blazed the trail for remote work. These people were working and leading remotely before it was cool. They founded all-remote companies before anyone had heard of Slack, studied workplace models, authored books, and uncovered data to find the potential impact of remote work on businesses, workers, and the economy. These are people who demonstrate disruptive thinking and do things differently to make the remote movement advance. These influencers laid the foundation for the global shift to remote work.



## Remote Enablers

Remote Enablers are the ones making remote work possible today. These are the founders who have created remote work tools, as well as the coaches, trainers, and consultants helping people make the shift. Without these influencers and their shared tools and knowledge, remote work would be much harder. We all rely on the groundwork they are creating to empower distributed teams.



## Remote Accelerators

Remote Accelerators are changing the game for the future of work. They are HR and business leaders at major companies going remote. They are leading business journalists and bloggers who influence thousands of decision-makers. When they act, they take people with them, and it is thanks to them that the permanent shift to remote work is happening at all. These influencers are listening to the Innovators and using tools created by the Enablers to accelerate this shift for the long term.

We have cataloged in this report the 50 influencers from each of these three categories making the strongest impact. Identifying this top 50 has been challenging, as there are hundreds of people making waves who could have been selected. If you know of someone making waves in remote work today, we are always open to nominations for future reports and projects via our social channels and on our website.

Congratulations to all who made the list in 2022! Here are the 150 people every business, leader, and remote worker should follow this year to help create a stronger, more inclusive, and more connected remote working future.



# Introducing the Top Remote Influencers of 2022

 [Remote Innovators →](#)

 [Remote Enablers →](#)

 [Remote Accelerators →](#)





# Remote Innovators

These are the top 50 Remote Innovators who helped blaze the trail for remote work.



## Sarah Aviram

Author of *Remotivation: The Remote Worker's Ultimate Guide to Life-Changing Fulfillment*  
Fulfillment Speaker

Sarah Aviram is a former Fortune 500 Human Resources and Talent Development leader. After working remotely from 12 countries in 12 months in 2019, researching and living the future of work, she published the best-selling book, *Remotivation: The Remote Worker's Ultimate Guide to Life-Changing Fulfillment*. Sarah is an international keynote speaker and workshop facilitator for organizations globally on the topics of remote work, hybrid teams, and change resilience.

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## Meghan Biro

Founder and CEO  
TalentCulture

Meghan has led conversations about the future of work since 2008 as founder and CEO of TalentCulture. She is consistently included in lists of top online influencers and writes about HR tech and talent management for Forbes, SHRM and a variety of other media outlets. Meghan is a regularly featured speaker at global business conferences, hosts the "Work Trends" podcast, and serves on the boards for several leading HR and technology brands.

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## Egor Borushko

Co-founder and Producer  
Running Remote Conference

Egor has been a remote work advocate since 2011. He is the co-founder of the annual Running Remote Conference, which offers actionable insights to over 500+ international remote workers and leaders on how to build, manage, and grow remote teams.



## John Boudreau

Senior Research Scientist and Professor Emeritus  
University of Southern California - Marshall School of Business

Dr. John Boudreau is recognized worldwide as one of the leading evidence-based visionaries on the future of work. He has conducted large-scale research studies and focused field research on the topic of the future of work, the global HR profession, work automation, and other HR topics. He has published more than 15 books spanning topics such as HR management excellence and the future of organizational models.



## Hilary Callaghan

Founder at HRebel  
Senior Technical Recruiter at Canva

Hilary is a disabled woman in tech, she's a vocal advocate of remote work, especially its power to help dismantle systemic obstacles to access work for underrepresented groups. She has a strong track record of helping organizations go remote and thrive. Her current role is Senior Technical Recruiter at Canva and she also chairs the board for disability advocacy organisation Disability Justice Australia. She's an accomplished panelist and presenter, you can find her at many leading remote work conferences.





## Jordan Carroll

Founder

The Remote Job Coach and The Remote Job Club

Jordan Carroll, The Remote Job Coach, creates content, courses, and coaching programs to help job seekers land legitimate remote jobs for freedom and flexibility. He's worked remotely since 2013 in a variety of industries and companies, from small and mid-sized startups to a Fortune 50 firm. Thousands of high-performing remote job seekers throughout the world have used Jordan's methodologies to find success in their remote job search.



## Molood Ceccarelli

Remote Work Strategist

Founder at Remote Forever

Molood is a remote work pioneer, strategist, agile coach, and international keynote speaker. Over the past six years, she has crafted a strong brand and accrued a following of over 10,000 attendees at her annual Remote Forever Summit. She helps leaders and entrepreneurs at companies such as H&M and Miro adopt remote work practices, and has been featured in a number of Forbes, Entrepreneur, and Huffington Post articles.



## Bryan Chaney

Co-founder at Talent Brand Alliance

Director of Employer Branding at Workrise

Bryan is the co-founder of Talent Brand Alliance and director of employer branding at Workrise. Previously, he led global employer brand and talent attraction at Indeed. He is an international keynote speaker and trainer on the topic of recruitment and talent branding and has been named one of the Top 100 Most Social HR Experts on Twitter.





## Sacha Connor

CEO  
Virtual Work Insider

Sacha has been working remotely for over a decade now. She is the CEO of Virtual Work Insider, a consultancy that coaches teams to lead, communicate, collaborate, and build culture across distance, with a specialty in training hybrid and remote teams within companies and agencies. She spent eight years leading large, hybrid teams fully remotely while with The Clorox Company.



## Kristi DePaul

Founder and CEO  
Founders

A remote work advocate since 2013, Kristi is an authority on personal branding for entrepreneurs and educators. In 2015, she created Founders, a fully remote content marketing agency devoted specifically to the future of work and future of learning. She previously led strategic international marketing efforts for several startups, and is a regular contributor to Harvard Business Review. Kristi's career has centered on rallying global communities around life-changing education and novel technologies that enable greater opportunities for all.



## Nishchal Dua

Founder of The Remote Life  
Director of Marketing at Airmeet

Nishchal is a remote work advocate and founder of the Remote Work Summit, an annual conference devoted to connecting remote experts from fortune companies, startups, and agencies to build effective remote teams. He also founded The Remote Life, a remote work program bringing together professionals, freelancers, and entrepreneurs to work, live and travel. Nishchal currently serves as the director of marketing at Airmeet, a platform for hosting interactive virtual and hybrid events.





## Chris Ducker

Founder and CEO  
Youpreneur and Virtual Staff Finder

Chris is the founder and CEO at Youpreneur, Virtual Staff Finder, and the Live2Sell Group. He is a highly sought-after international keynote speaker, a trusted business mentor, blogger and podcaster, and the author of the bestselling book *Virtual Freedom*.



## Kevin Eikenberry

Co-founder  
Remote Leadership Institute

Kevin is a remote work expert. He is a best-selling author, speaker, trainer, coach, and leader of an ever-expanding and mostly virtual team. Kevin is the co-founder of the Remote Leadership Institute, helping leaders work best with their remote teams, and host of "The Remarkable Leadership" podcast.



## Larry English

President and Co-founder  
Centric Consulting

Larry is an expert in leading remote teams and an advocate for remote work. He co-founded Centric Consulting, a remote management consulting firm. In his book *Office Optional: How to Build a Connected Culture With Virtual Teams*, Larry shares his insights about how Centric Consulting was built from the ground up as a hybrid remote/in-office company culture.





## Tim Ferriss

Author  
Angel investor and advisor

Tim has been listed as one of Fast Company's "Most Innovative Business People." He is an angel investor/advisor and author of five #1 New York Times/Wall Street Journal bestsellers, including *The 4-Hour Workweek*. He is the host of "The Tim Ferriss Show," a podcast focused on deconstructing world-class performers.

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## Mandy Franz

Founder  
Make the Leap Digital

Mandy is the owner and founder of Make the Leap Digital, an international keynote speaker, LinkedIn Expert, remote work advocate, and online business consultant. She manages the fast-growing remote workers group on LinkedIn (+75K members) and she is the author of The Rise of Remote Work newsletter (13K subscribers), which features stories and insights from industry experts, leaders, and advocates.

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## Jason Fried

CEO & Co-Founder  
Basecamp

Jason is a well-known expert on remote work. He founded Basecamp to enable remote working teams to connect and collaborate simply and effectively. He and David Heinemeier Hansson co-authored pioneering best-selling books about remote work such as *Rework* and *Remote: Office Not Required*.

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## Jay Friedman

President  
Goodway Group

Jay is a vocal remote environment advocate who helped spearhead Goodway Group's transition to a fully remote workplace over 10 years ago. Following the onset of the COVID-19 pandemic, Jay established a webinar series and curated resources to help companies in their transition to a remote work environment. He continues to speak regularly on the topic of remote work.



## Stella Garber

Angel Investor and Advisor

Stella is a remote work advocate who has published several articles on how to effectively lead and manage remote teams. The former head of marketing at Trello is now an angel investor in more than 25 companies. Stella is a frequent public speaker on the topics of startups, remote work, marketing, and entrepreneurship.



## Joel Gascoigne

Co-founder and CEO  
Buffer

Joel is one of the leading innovators in the remote work model. He launched social media company Buffer in 2010, which has a fully remote team of 80+ employees, distributed across more than 50 cities. Joel and the Buffer team were one of the earliest adopters of fully distributed work, and he contributes regularly on building a remote business.





## Olúmidé Gbenro

Founder of Digital Nomad Week  
Co-founder of Digital Nomad Summit

Olúmidé has led the way with many digital nomad initiatives. He is a digital nomad pioneer based in Bali, Indonesia, who has hosted community events serving 10,000+ digital nomads from around the world over the last five years. He is founder of Digital Nomad Week, Digital Nomad Summit, Digital Nomad Islands, and Digital Nomad Festival. Olumide has built a network of influence for his personal brand that spans every continent.



## Gil Gildner

Author of *Making Remote Work Work*

Gil is the co-founder of Discosloth, a fully remote PPC agency, and author of *Making Remote Work Work*. He has over a decade of personal experience in working remotely – as a freelancer, as an employee, and as a cofounder of a remote company. He offers guidance for small businesses building remote teams, as well as insight on what to look for when you're an individual pursuing a remote position.



## Adam Grant

Organizational Psychologist & Bestselling Author  
The Wharton School Business of the University of Pennsylvania

Adam is a New York Times bestselling author, organizational psychologist, and professor at The Wharton School of Business who is leading conversations about how individuals can find motivation and live more generous and creative lives. He has been recognized as one of the world's 10 most influential management thinkers and been included in Fortune's "40 under 40" list. Adam is the host of original TED podcast series "WorkLife," where he explores the topic of how science can improve remote work.







## Nadia Harris

Founder of Remote Work Advocate  
Remote Operations Manager at iTech Media

Nadia is the founder of Remote Work Advocate, the go-to place for companies embracing remote work and individuals willing to work flexibly. She is a remote work trainer, advisor, and advocate for companies that foster flexible employment. Nadia is also the Remote Operations Manager at iTech Media.



## Rowena Hennigan

Lecturer in Remote Work at TU Dublin  
Founder of Ro Remote

Rowena is a remote work skills specialist, author, educator, and founder of Ro Remote. She is passionate about supporting and educating remote workers and has worked remotely since 2007. She has developed university-accredited courses in remote work and is currently engaged in various activities to promote self-care, including coaching remote workers to embed these habits into their routines.



**Flexibility, global mobility, autonomy, and the potential to support diversity and inclusion are some of the main benefits of remote working.**

The socioeconomic benefits are wide ranging and impactful, and only starting to be revealed, analyzed, and appreciated.

**The future of work will be more about life-work-integration, with life coming first.** The more individual workers get empowered and their awareness grows, the more these individuals will drive the change, not the organisations themselves.



## Brigette Hyacinth

Author of *Leading the Workforce of the Future*  
Keynote Speaker

Brigette is a bestselling author and an international keynote speaker on topics including leadership, management, HR, and AI. Her bestseller, *Leading the Workforce of the Future*, offers concrete advice and best practices on how business leaders can engage with and retain top talent in today's evolving workplace.



## Esther Jacobs

Author, speaker and facilitator

Esther is a remote work advocate and co-author of *Digital Nomads: How to Live, Work and Play Around the World*. She shares information for digital nomads about entrepreneurship and how to create a mindset that eliminates all excuses. She has given more than 1,000 keynote speeches, written 25 books, and helped hundreds of entrepreneurs over the course of her career.



## Anita Lettink

Partner at Strategic Management Centre  
Strategic Advisor at HRTechRadar

Anita has worked in the HR space for 20 years, of which 15 were remotely. She was the executive sponsor of the NGA remote workers community and has led programs designed to help businesses adjust their working environment as well as HR policies to incorporate remote workers. Anita has also worked on client projects to implement tools and technologies for remote workers, so she has a deep understanding of the ecosystem.





## Daphnée Laforest

Founder and Distributed Workplace Strategist  
Modern Leaders

Daphnée is a distributed workplace strategist with more than 10 years of remote leadership experience. She helps executives, people ops, and team leaders in their transition to a digital-first workforce. Daphnée is the producer and host of the Remote First Podcast.

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**Remote-first is not about where you work, it's about efficiency.**

Companies you see succeeding in a distributed environment (hybrid or zero-office) have one thing in common: they ace designing a way of work that allows them to scale processes and experiences to a completely different level. **It's not about where you work, it's about how you make work happen.**



## Kate Lister

President  
Global Workplace Analytics

Kate Lister is president of Global Workplace Analytics, a research-based consulting firm that has been helping organizations optimize flexible and distributed work for nearly two decades. She is a trusted source of insights about the future of work for news outlets including the New York Times, Washington Post, Wall Street Journal, Newsweek, and dozens of others. As a recognized thought leader, Kate was one of only three witnesses invited to testify before a U.S. Senate committee regarding the potential for remote work in government once the pandemic ends.

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## Tsugio Makimoto

Author of *Digital Nomad*

Tsugio is a Japanese semiconductor pioneer who coined the term "digital nomad" in 1997 when he co-wrote a book of the same title. *Digital Nomad* was a future-looking manifesto about how internet-connected devices would soon allow people to travel, live, and work from anywhere.



## Rita McGrath

Strategy Professor at Columbia Business School  
Founder of Valize

Rita is a speaker, longtime Columbia Business School professor, and author of two business strategy bestsellers. She is the founder of Valize and is widely recognized as a premier expert on leading innovation and growth during times of uncertainty. She has written extensively about distributed teams and the remote workforce.



## Jeanne Meister

Founder, Future Workplace Academy and Executive VP, Executive Networks

Jeanne is a workplace futurist and Founder of Future Workplace Academy, offering online courses to upskill HR leaders and their teams on the new capabilities needed to thrive in the future workplace. She has written extensive thought leadership on the future of remote work which have appeared in *Forbes*, *Harvard Business Review* and *Fast Company* among other premier publications. Jeanne has recently joined Executive Networks, the leading HR Peer Network organization for the Global 1,000.





## Maya Middlemiss

Founder  
Healthy Happy Homeworking

Maya Middlemiss transitioned to full-time home-based working at the turn of the millennium by founding a market research fieldwork agency. In 2018, Maya became an e-resident of Estonia, and since then trades as BlockSparks OÜ, telling stories about the social impact of technology and future trends and following her passion for the tools and practices which enable people to live, work, and thrive where they feel most fulfilled and happy. She is the founder of Healthy Happy Homeworking, making working from home better, and has authored several books on remote work.



## Andrew Lee Miller

Startup Growth Consultant  
GrowthExpertz

Andrew Lee Miller is a 15-year bootstrapped startup Marketing expert also known as @AndrewStartups who has driven growth for 3 VC-backed startup exits and dozens of successfully funded startups. Andrew's written for INC magazine, StartupGrind, and StartupNation, and his first book entitled The Startup Growth Book is one of the top new marketing books on Amazon. Andrew is also a prolific remote work evangelist and digital nomad who in the last decade has visited, lived, and worked from over 70 countries. You can learn more about Andrew and how he helps startups grow at [www.andrewstartups.com](http://www.andrewstartups.com).



## Matt Mullenweg

Founder and CEO  
Automattic

Matt is a remote work evangelist and founder of Automattic, which runs the publishing platform WordPress.com. He is one of the pioneers of distributed work and leads a fully distributed team of workers. Matt believes that working remotely is "good for the environment" and "good for the economy."





## Darren Murph

Head of Remote  
GitLab

Darren has been named an "oracle of remote work." He is a remote work pioneer with over a decade of experience working remotely. As the head of remote at GitLab, the world's largest all-remote company, Darren has spent his career shaping remote teams and charting remote transformations. He authored the GitLab's Remote Playbook and serves as a remote work transformation consultant.



**The future of work will be defined by the future of living.**

As individuals shift to optimize their lives for living as opposed to a commutable distance from an office, **they'll prioritize elements such as nature, community, and proximity to family.** These shifts will redefine how we collaborate, informally communicate, and drive results, creating product-market fit for new tools and technologies that are purpose built for global teams. This will drive greater recognition and reliance on asynchronous workflows, employers who enable culture to be built outside of the workplace, and greater geographic diversity. It will force us to communicate with more empathy and richer context. It will enable clearer thinking and more avenues for feedback. **It will facilitate more inclusive workplaces, where introverts and extroverts are able to contribute naturally while advancing their careers.**



## Tsedal Neeley

Professor at Harvard Business School  
Author

Tsedal is an award-winning Harvard Business School professor and author of: *The Digital Mindset: What It Really Takes to Thrive in the Age of Data, Algorithms, and AI*; *Remote Work Revolution: Succeeding from Anywhere*; and *Language of Global Success: How a Common Tongue Transforms Multinational Organizations*. Her work focuses on how leaders can scale their organizations by developing and implementing global and digital strategies.





## Danny Page

VP, Operations and Operating Partner at Enduring Technologies  
Conference MC at Running Remote and reepeople

Danny serves as the MC of remote work-focused conferences Running Remote and reepeople, and hosts the Running Remote podcast. In his full-time role, Danny works as VP, Operations at Enduring Technologies, helping lead 3 remote companies within the technology segment of the Enduring Ventures portfolio. This includes UpCounsel and Abstract, two previously San Francisco-based tech startups, which Danny and the Enduring team transitioned to fully remote. A dual national with the US and Spain, he splits his time between California and Barcelona.

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## Priya Parker

Author of *The Art of Gathering: How We Meet and Why it Matters*  
Podcast host of Together Apart

Priya Parker is helping us take a deeper look at how anyone can create collective meaning in modern life, one gathering at a time. She is a facilitator, strategic advisor, acclaimed author of *The Art of Gathering: How We Meet and Why it Matters* and the host of the New York Times podcast, "Together Apart." Parker has spent 15 years helping leaders and communities have complicated conversations about community, identity, and vision at moments of transition.

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## Christopher Rainey

Co-founder and CEO  
HR Leaders

Chris is the host of the "HR Leaders" podcast which explores the future of work with industry experts and HR executives from leading global brands. He has amassed a large attendance at his virtual HR Leaders Summit, which features inspiring conversations from HR leaders about pressing topics that are shaping the future of work.

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## Lauren Razavi

Executive Director  
Plumia

Lauren is an author, speaker, and strategist with over 10 years of experience as a remote worker and digital nomad. She served as Google's former Managing Editor for the future of work and led a variety of distributed teams for Google and other clients. She is now the executive director of Plumia with the mission to build a nomad internet country. She has written about the topic of remote work extensively, and has written the book *Global Natives*, which looks at the past, present and future of the digital nomad movement.



## Soumyasanto Sen

Analyst and speaker  
People Conscience

Soumya is a digital strategy & transformation leader and an analyst of future of work. He has been recognized as a top influencer and thought leader in the areas of digital HR, HR tech, transformation, people analytics, and future of work. He is author of *Digital HR Strategy: Achieving Sustainable Transformation in the Digital Age* and a frequent keynote speaker.



## Kate Smith

Founder and Remote Career Coach  
The Remote Nomad

Kate has been working remotely while traveling the world since June 2015, visiting over 25 countries. She is on a mission to help other ambitious professionals create more freedom so they can live life on their terms. Kate is the founder and Remote Career Coach at The Remote Nomad and is the host of a podcast with the same name. She has collaborated with Estonia to create the world's first digital nomad visa.







## Mike Swigunski

Founder  
Global Career

Mike Swigunski is a bestselling author, remote work leader, and founder of Global Career, an international job board for remote workers. As an online business expert that has brokered millions of dollars in digital assets and helped build an eight-figure remote company, he has cultivated a strong passion and knowledge for everything within the remote work realm. He is a regular contributor at Forbes and author of the book *Global Career: How To Work Anywhere And Travel Forever*.



## Iwo Szapar

Co-founder and CEO  
Remote-how

Iwo is the co-founder and CEO of Remote-how, which since 2017 has been teaching companies around the world how to make the most of a distributed workforce. He and his team have been praised by Forbes and BBC, and Iwo has worked remotely from 15 countries. He is the author of the book *Remote Work Is The Way: A guide to making the most of our office-optional future*. Iwo is also a co-organizer of the annual conference Remote Future Summit, which has been attended by over 11,000 attendees and 140 speakers.



## Wayne Turmel

Co-founder and Product Line Manager  
Remote Leadership Institute

Wayne has authored and co-authored 12 books about working in remote environments over the past 25 years. He is the co-founder and product line manager of the Remote Leadership Institute, which offers information, skill building tools, training and resources to help leaders and teams succeed in a virtual workplace.





## Sophie Wade

Founder  
Flexcel Network

Sophie is a keynote speaker, online course instructor, workforce innovation specialist and founder of Flexcel Network, an advisory service helping businesses adapt to evolving work environments. Sophie is heavily involved in conversations about new work arrangements and distributed talent, the host of the Transforming Work podcast, and author of "Empathy Works: The Key to Competitive Advantage in the New Era of Work"



## Shelby Wolpa

Founder  
Shelby Wolpa Consulting

Shelby has been a people leader at four venture-backed high-growth companies that have scaled to unicorn+ status. She now advises CEOs, People Leaders, and Venture Capital firms on their people strategy and distributed work strategy. Shelby specializes in helping Series A-C companies create a strong people operations foundation, build a best-in-class employee experience, avoid expensive mistakes, and plan for the future. Shelby wrote a free guide on *Building a Remote-First Company Culture* and has other best practice playbooks for companies to use to leapfrog their maturity.



## Michael Youngblood

CEO and Co-founder  
Unsettled

Michael Youngblood is the Co-Founder and CEO of Unsettled, a global experience company for creatives, entrepreneurs, and independent workers. He is also the co-founder of Innovations Stories, a multimedia storytelling publication out of MIT and has a decade of experience as an entrepreneur or innovator building new ventures and programs for Fortune 500 companies, investors, and leading academic institutions.





## Remote Enablers

These are the top 50 Remote Enablers making remote work possible today.



### Reisy Abramof

Founder  
Trabajando Remoto

Reisy is the founder of Trabajando Remoto, a platform to empower Latin Americans to expand their professional opportunities beyond their geographical border by offering them masterclasses, courses, tools and remote work opportunities around the world. She previously worked as Onboarding Director at Remote Year, supporting more than 1000 people as they made the transition to a remote lifestyle.



### Mike Adams

Co-founder and CEO  
Grain

Mike is the co-founder and CEO of Grain, a communication platform for teams to turn every daily video call into shared team knowledge. Grain allows remote teams to record, transcribe, clip and share highlights of Zoom video calls.



### Nitesh Agrawal

Founder and CEO  
Dive

Nitesh is the founder and CEO of Dive, a social platform for remote working teams to connect and collaborate.





## Anand Agarawala

Co-founder and CEO  
Spatial

Anand is the co-founder and CEO of Spatial, one of the foundational apps for Augmented Reality. Spatial is helping creators and brands build their own spaces in the metaverse to share culture together.

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## Marion Balandra

Founder and CEO  
Meridian Remote Teams

Marion is the founder and CEO of Meridian Remote Teams, the Philippines' top provider of remote workers.

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## Arkadiy Baltser

Founder and CEO  
Plutoview

Arkadiy is the founder and CEO of Plutoview, a co-browsing API enabling unparalleled collaboration at scale. Plutoview brings multiple sharable screens to dispersed teams making their real-time collaboration feel like it is happening in the same physical space.

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## Tammy Bjelland

Founder and CEO  
Workplaceless

Tammy is the founder and CEO of Workplaceless, a training company that teaches remote workers, leaders, and companies how to work, lead, grow, and thrive in distributed environments.



## June Bolneo

Co-founder and CEO  
WorkRemote

June is a remote work advocate and founder of WorkRemote, a provider of remote work training to individuals and companies. She is also a Learning Experience Design Lead at Grow Remote, a community project making remote work local.



## Brittnee Bond

Founder and CEO  
Remote Collective

Brittnee is the founder and CEO of Remote Collective, a one-stop solution to transitioning your team to remote. She is a Remote Work Consultant and inspires remote workers via online education and events.





## Sahin Boydas

Founder and Head of Remote Team

Sahin has built and managed 100% remote teams for over a decade. He was the founder and CEO of RemoteTeam, an all-in-one operating system that provides HR solutions to remote teams, which was acquired by Gusto in 2021. He is currently working as Head of Remote Team at Gusto.



## Morten Brøgger

CEO  
Wire

Morten is the CEO of Wire, the most secure communication and collaboration solution. He has over 20 years of experience in the technology industry and was previously CEO at Huddle, a content collaboration platform serving large professional services firms as well as UK and US governments.



## Darren Buckner

Co-founder and CEO  
Workfrom

Darren is the co-founder and CEO of Workfrom, a platform for creating personalized virtual meeting spaces to remove the distance between people working remotely.





## Ryan Burke

Chief Revenue Officer  
Qatalog

Ryan is the CRO of Qatalog, a hub to centralize teamwork. As Head of Sales at InVision, he scaled the company internationally and took the fully remote design software company from 35 to 800 employees in 5 years. Ryan advises a number of early-stage startups and is a Limited Partner of Remote First Fund and Possible Ventures.



## Patrick Burns

Co-founder and CEO  
Commons

Patrick is the co-founder and CEO of Commons, an audio-first communication platform for distributed teams.



## Ksenia Busheva

Co-founder  
6nomads and asynchr

Ksenia is the co-founder of 6nomads, a remote-focused job platform for tech talent. She has also co-founded asynchr, an asynchronous hiring tool for remote teams.

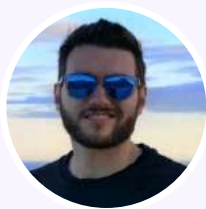




## Greg Caplan

Co-founder and CEO of Spot Meetings  
Remove Advisor: "Co-founder of Remote Year"

Greg is the co-founder and CEO of Spot Meetings, the first collaboration tool built to support walking meetings. Previously, he co-founded Remote Year, a foundation for professionals to work and explore the world as part of a vibrant global community.



## Chris Cerra

Founder  
RemoteBase

Chris is a digital nomad accommodation expert. He created RemoteBase to find the best Airbnbs for remote working, digital nomads, and the wider location independent community.



## Ho Yin Cheung

Founder and CEO  
Remo

Ho Yin is the founder and CEO of Remo, a video-first virtual workspace for remote and distributed teams that fosters real-time collaboration and strengthens company culture. Remo's mission is to make remote working an awesome experience that allows people to develop deep and meaningful relationships where it is difficult to meet face to face.







## Jonny Cosgrove

Co-founder and CEO  
Meeting Room

Jonny has been working and leading remotely for years. As the co-founder and CEO of Meeting Room, he provides VR platforms for distributed teams to connect, collaborate better and be trained effectively.

[in](#) [🐦](#)



## Anil Dash

CEO  
Glitch

Anil is the CEO of Glitch, an online collaboration platform for coders. He is an advocate for a more humane, inclusive and ethical technology industry, and advises startups and non-profits including Medium, The Human Utility, DonorsChoose, and Project Include.

[in](#) [🐦](#) [📷](#)



## Kathleen Di Paolo

Founder and CEO  
Wanderers Wealth

Kathleen is an International Consultant Tax Consultant and founder of Wanderers Wealth. She is a digital nomad herself and is an expert in offshore tax issues, international corporate structuring, and global residency matters.

[in](#) [📷](#) [📺](#)



## Rodolphe Dutel

Founder  
Remotive

Rodolphe is the founder of Remotive.io, the world's largest remote work community. Previously, he was the Director of Operations at fully remote company Buffer. He is also a regular keynote speaker and active blogger on the future of work.



## Carlos Escutia

Founder and CEO  
GroWrk Remote

Carlos is the founder and CEO of GroWrk Remote, a company building the infrastructure for the future of work. GroWrk helps distributed companies deliver and manage all the equipment their workforce needs faster and more efficiently than they can do on their own.

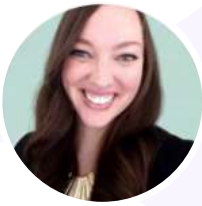


## Wade Foster

Co-founder and CEO  
Zapier

Wade is the co-founder and CEO of Zapier, a global remote company that specializes in enterprise automation. The company employs a globally distributed workforce located around the United States and in over 30 other countries.





## Laurel Farrer

Founder and CEO of Distribute Consulting  
Founder of Remote Work Association

Laurel is the founder and CEO of Distribute Consulting, where she collaborates with the world's top remote-first companies to strengthen virtual communication, streamline digital processes, and develop long-distance management strategies. She is also the founder of the Remote Work Association, bringing together virtual business leaders to fuel the future of location-flexible work.

[in](#) [@](#)



Often, when we talk about the main benefits of remote working, we only focus on the rewards for the workforce, such as schedule flexibility, saved personal expenses, and minimal commuting. However, by participating in those narratives, we're doing our industry a disservice. **Remote work isn't about convenience, it's about global change.** If we really want to contribute to the success and sustainability of virtual-first ways of working long-term, we need to showcase the benefits for companies, business leaders, and communities. That conversation - about stronger operational productivity, employee retention, environmental sustainability, business resilience, and workforce diversity - will **help the world realize that workplace flexibility is so much more than an employment benefit.** They'll start to respect it as the revolutionary economic strategy that it really is.



## Chris Herd

Founder and CEO  
Firstbase

Chris is the founder and CEO of Firstbase, an all-in-one provisioning platform that lets companies supply and manage all the physical equipment their remote workers need to safely and effectively work from home. He is a highly active promoter of remote work.

[in](#) [@](#)



## Yanislava Hristova

Founder  
Remote IT World

Yanislava is the founder of Remote IT World. She is a remote work enthusiast with a mission to connect and empower business and talent worldwide to work remotely. She helps companies of all sizes to design and implement fully remote work operations and build and foster remote company culture.



## Libryia Jones

Founder of Quit Commuting  
Client Director at Amplifi

Libryia is the Founder of Quit Commuting, a company that provides digital resources to help people find and land remote work which includes guides, courses, a private community, and a bi-annual remote work conference and job fair. She focuses on practical tips for finding ways to work remotely, applying for jobs, interviewing and takes it a step further to connect job seekers with remote companies. As a single mom, Libryia encourages moms to live a more flexible life so they can be at home with their children or travel the world while working remotely.



## Monica Kang

Founder and CEO  
InnovatorsBox

Monica is the founder and CEO of InnovatorsBox, a consultancy that helps firms drive creativity and culture across remote teams and build inclusive innovative workplaces for all. She is an author, keynote speaker, Forbes Coaches Council member, and founder of several data-driven analytics platforms that focus on culture and growth for innovative companies.





## Tracy Keogh

Co-founder  
Grow Remote

Tracy is the co-founder of one of the largest remote communities, Grow Remote. Having more than 10 years of experience in technology startups, Tracy spent the last few years in community development in regional and rural Ireland. She is also working on a cross-divisional central task force at the Bank of Ireland, supporting the organization in embedding remote work across the enterprise.



## Brianne Kimmel

Founder  
Worklife Ventures

Brianne is the founder of Worklife Ventures, an early-stage venture firm in Silicon Valley, investing in tools and services for the modern workplace such as Webflow, Almanac and Accord. She is also an investor in more than 20 startups.



## Andreas Klinger

Investor at Remote First Capital  
CTO at On Deck

Andreas is an Investor at Remote First Capital, a group of remote founders, operators and early investors, investing in the next generation of remote work. He is also the CTO at On Deck, a remote-first platform for entrepreneurs and business talent.





## Liam Martin

Co-founder of Time Doctor and Staff.com  
Co-organizer of the Running Remote Conference

He is a co-founder of Time Doctor, one of the world's leading time-tracking software for remote teams, and Staff.com, an outsourcing company. He is also the co-organizer of Running Remote, one of the largest global conferences on building and scaling remote teams. Liam has also co-authored a book, Running Remote, focused on remote work methodology. In this revolutionary guide, Liam and his co-founder, Rob Rawson, have unearthed the secrets and lessons discovered by remote work pioneering entrepreneurs and founders who've harnessed the async mindset to operate their businesses remotely in the most seamless, hassle-free, and cost-effective manner possible.



## Lisa Mills

Founder  
Work at Home Revolution

Lisa has been working remotely for many years and founded Work at Home Revolution to help moms find remote and flexible work from home.



## Amina Moreau

Founder and CEO  
Radius

Amina is the founder and CEO of Radius, a B2B marketplace offering collaborative workspaces — right in people's neighborhoods. Her company empowers remote workers and helps employers expand their talent pool radius and retain their top contributors, all while saving on real estate costs.





## Justin Mitchell

Founder and CEO  
Yac

Justin is the founder and CEO of Yac, an audio-first messaging platform that helps you talk faster and build stronger relationships with your remote team.

[in](#) [🐦](#)



**The future of work is asynchronous.** The modern-day meeting will be no more, and new ways of collaborating will replace traditional meetings. New habits around audio and video will emerge as teams become further and further separated across time zones and locations. The old synchronous processes of the past will no longer work for fully **remote organizations and new, calm, async first systems will be written into company handbooks.**”



## Adam Nathan

Co-founder and CEO  
Almanac

Adam is passionate about elevating how people work and making that knowledge a low-cost resource everyone can use to succeed. He is the co-founder and CEO of Almanac, a platform for async collaboration.

[in](#) [🐦](#)



## Srivatsan Padmanabhan

Co-founder and COO  
GoFloaters

Srivatsan has been a vocal remote work advocate since 2018. His own startup GoFloaters was founded as a 100% remote business primarily serving companies that are remote first. It is a platform that helps people find work and meeting spaces that can be booked instantly.

[in](#) [🐦](#)



## Bhagyashree Pancholy

Legal Advisor  
Lano and All Remotely

Bhagyashree has been working as a lawyer in the remote work industry for eleven years, and is also an operations expert. helping teams to transition and lead as remote teams. She led hybrid and remote teams for three years and currently works as Legal Advisor at Lano and All Remotely, helping businesses hire and retain talent anywhere.



## Monica Parker

Founder  
HATCH Analytics

Monica is the founder of HATCH Analytics, a human analytics and change management firm helping organizations with culture change, workplace strategy and remote working. An international speaker and presenter, Monica brings to the team at HATCH 15 years' experience in understanding the influence of environments and processes on human behavior.



## Sam Pessin

Co-founder and President  
Remote Year

Sam is the co-founder and President of Remote Year, the world's largest international work-travel program for location-independent professionals. Thousands of participants have gone through the Remote Year program since its inception in 2015.







## Nadia Rawlinson

Former Chief People Officer  
Slack

Until recently, Nadia was the Chief People Officer at Slack, the world's most popular remote team communication tool. She played a key role in pioneering the future of remote collaboration for Slack's teams and customers.

[in](#) [🐦](#)



## Amir Salihefendić

Founder and CEO  
Doist

Amir is the founder and CEO of Doist, a fully distributed remote company that creates productivity tools. He is also a creator of Todoist, an online task management app and to-do list. He has written several articles about remote work best practices.

[in](#) [🐦](#)



## Tommy Saunders

Co-founder  
The Super Fantastic Company

Tommy is the co-founder of The Super Fantastic Company, a company that specializes in connecting remote teams and building strong remote team culture to nurture and promote employee engagement and healthy remote working environments.

[in](#)



## Sara Sutton

Founder and CEO  
FlexJobs

Sara is a well-known voice in the world of remote work and has been called the “Queen of Remote Work”. She founded FlexJobs to help job seekers find remote and flexible jobs and help evolve workplaces to better adapt to remote and flexible working approaches. In 2015, she launched Remote.co as a resource for organizations and workers to learn and share remote work best practices.



## Joe Thomas

Co-founder and CEO  
Loom

Joe is the co-founder and CEO of Loom, a remote work video messaging platform. He is a strong believer in the remote work model and is creating tools to facilitate asynchronous communication for remote teams.



## Vanessa Tierney

Co-founder and CEO  
Abodoo

Vanessa is a remote tech entrepreneur with over a decade of experience in leading global remote teams. Her company Abodoo is an inclusive skills matching and mapping platform for the new world of work and community. She is the co-author of Your Company with No Walls.





## Mitch Turck

Consultant

Mitch drafted legislation in the US to try and make telecommuting a civil right and has conducted publicized experiments to dispel the myths and fears that once surrounded remote work. He also consistently teaches on the convergence of virtual work opportunities and their impact across other areas of society and consults with organizations on telecommuting and remote work strategy.



## Andrea Valeria

Remote Work specialist  
It's a Travel O.D.

Andrea has been working remotely for more than six years. She shares digital content on her platforms to inspire people to work remotely and teaches them exactly how to get started through resources like her online course.



## Ivan Zhao

Founder  
Notion

Ivan is the founder of Notion, an application that provides remote-first companies and digital nomads with an all-in-one virtual workplace.





## Remote Accelerators

These are the top 50 Remote Accelerators blazing a trail for the future of remote work.



### J.D. Alex

Talent Researcher / Technical Sourcer  
Stripe

J.D. is a remote work advocate working as a Talent Researcher and Technical Sourcer at payment service provider Stripe. Previously, he pushed for remote working at Zoom, which led to a departure to GitLab where he could fully vocalize just how important and beneficial remote work is for the health of an organization and the business benefits it brings.

[in](#)



### Micah Alpern

Partner, Culture and Leadership

Micah is focused on remote and hybrid work by applying behavioral science and people analytics. He has led global transformations and transactions by evolving the culture and growing leaders of the future and has written many articles on the topics of culture and leadership.

[in](#) [🐦](#)



## Jason Averbook

Co-founder and CEO  
Leapgen

Jason is a leading analyst, thought leader and consultant in human resources, the future of work and the impact that technology has on the future. Having more than 25 years of experience in the HR and technology industries, Jason is the co-founder and CEO of Leapgen, a globally trusted partner for HR and IT leaders looking to innovate their organization's digital workforce experience.

[in](#) [🐦](#)



## Josh Bersin

Founder and Dean  
Josh Bersin Academy

Josh supports companies in developing their remote work policies. He is an industry analyst, researcher, educator, and technology analyst covering all aspects of corporate HR, training, talent management, recruiting, leadership, and workplace technology.

[in](#) [🐦](#)



## Steve Boese

Co-founder and President  
H3 HR Advisors

Steve is the co-founder and president of HR technology advisory firm, H3 HR. He is the co-host of the "HR Happy Hour Show", a podcast that focuses on workplace topics and issues like talent management, recruiting, HR tech, leadership, careers, and more. He is also the co-chair of the HR Technology Conference, and a Technology Editor and writer for Human Resource Executive Magazine.

[in](#) [🐦](#)



## Darcy Boles

Director of Culture and Innovation  
TaxJar

Darcy is the Director of Culture and Innovation at TaxJar, acquired by Stripe in 2021. She serves as an internal Future of Work consultant and leads change management programs at Stripe. Darcy is an architect of remote company culture who scaled TaxJar's all-remote team.

[in](#) [🐦](#)



## Maureen Burke

Senior Manager, HRBP  
1Password

Maureen is passionate about scaling and growing distributed teams internationally. She currently leads the HRBP function at 1Password. Prior to this role, Maureen was focused on identifying value and impact-driven remote initiatives at Shopify while creating programs for remote workers on distributed and hybrid teams.

[in](#)



## Liz Burow

Founder  
Thinky Space

Liz is a Workplace Strategist and Design Research Consultant, identified as a LinkedIn Top Voice in 2020. She is the founder of Thinky Space, an insights and innovation company. Liz is the former VP, Director of Workplace Strategy at WeWork. She is focused on reimagining office space with inclusion, authenticity, and parity in mind.

[in](#) [🐦](#)



## Mike Butcher

Editor-at-large of TechCrunch  
Co-founder and Chairman of Techfugees Foundation

Mike is Editor-at-large of TechCrunch and has been named one of the most influential people in European technology. He was awarded an MBE for services to the UK technology industry and journalism in 2016. He is the co-founder and Chairman of Techfugees Foundation, which is using technology to empower the displaced. The foundation has specific initiatives to encourage remote work as a means to support the inclusion of displaced persons.

[in](#) [🐦](#)



## Jesse Chambers

Founder and CEO  
wrkfrce

Jesse is a remote work enthusiast. He created wrkfrce, a content and community brand dedicated to remote work. It provides information, tools, and inspiration to professionals and businesses that are currently or want to work remotely.

[in](#)



## Lorraine Charles

Co-founder and Executive Director  
Na'amal

Lorraine is the co-founder and Executive Director of Na'amal, which facilitates remote work for refugees and other underrepresented populations. She believes that remote work democratises employment, changing the narrative for refugees and other groups.

[in](#) [🐦](#)



## Gloria Chen

Chief People Officer and EVP, Employee Experience  
Adobe

Gloria led Adobe's transition to remote work and has been extending remote working policies. She is charged with creating an exceptional employee experience for more than 22,000 employees across 75 locations around the globe. During her 20 years with the company, she has held a variety of senior leadership roles and has been deeply engaged in the development and execution of transformational business strategies.



## Jennifer Christie

Chief People Officer  
Bolt

Jennifer is currently Chief People Officer at Bolt. She was previously Chief HR Officer at Twitter and led strategy and communications for transitioning the organization to a remote work company. Jennifer has helped to lead progressive initiatives around remote work benefits, supporting working parents, Twitter's "return to office" strategy, and proactivity around creating a more diverse and inclusive company.



## Lolly Daskal

Leadership Executive Coach and Founder  
Lead From Within

Lolly is the author of *The Leadership Gap: What Gets Between You and Your Greatness*, the Founder and President of leadership consultancy Lead From Within, and a frequent writer of blogs about leadership in remote work. She brings expertise grounded in behavioral and psychological principles along with 30 years of experience.







## Jessica Davies

Managing Editor, WorkLife  
Digiday Media

Jessica currently runs Digiday Media's 4th media brand, [WorkLife.news](#), which focuses on the future of the workplace and workforces, and how they are transforming across industries. She previously ran Digiday Europe and wrote extensively about the media industry and advertising technology.



## Annie Dean

VP of Team Anywhere  
Atlassian

Annie is the VP of Team Anywhere at Atlassian. Previously, she was the Director of Remote Work at Facebook, managing the employee experience for Facebook's remote workforce. She co-founded Werk.co, an enterprise data analytics SaaS platform focused on flexibility and remote working.



Leaders have long worried about loss of productivity, disconnected workers, and lack of collaboration when it comes to remote work. But the reality of the last two years has forced many to rethink these beliefs - especially as entire workforces have adapted to this new way of working. For those **companies not only offering workers flexibility in where they work, but also building new programs and practices to support the transition**, they should expect employees to be more connected to their work and the company.



## Jamie Finnegan

Global Head of Talent  
Finder

Jamie is the Global Head of Talent at Finder, a global FinTech website. He is a remote work advocate and is passionate about creating a work environment in which everyone feels comfortable, valued, and empowered. In his current role, Jamie is responsible for the growth of Finder's team whilst also designing and driving business initiatives to further enhance the company's unique culture.

[in](#)



## Samantha Fisher

Head of Dynamic Work  
Okta

Samantha is building a culture at Okta that is based on equity for all employees through a dynamic work environment. She helps to create a work environment that prioritizes choice and flexibility with equal access to information, connection, and advancement regardless of work location. Sam has held several workplace experience roles at companies such as Citadel and Capital One.

[in](#)



## Kieran Flanagan

SVP Marketing  
HubSpot

Kieran is an author, startup advisor, speaker, mentor, and remote work advocate. He also runs "The Growth TL;DR" podcast, which shares advice and tactics from the best founders, leaders, and practitioners in growth.

[in](#) [🐦](#)



## Beth Galetti

SVP, People eXperience and Technology  
Amazon

Beth is the Senior Vice President of People eXperience and Technology at Amazon. She orchestrated one of the largest hiring sprees in history during the pandemic while transitioning to and enabling remote work for Amazon employees.

[in](#)



## Angela Gaylor

Head of Team Engagement  
Webflow

Angela heads up culture and employee engagement at Webflow, which has been a remote company for years. Prior to this role, she was the Senior Director of Global Operations at Foursquare, where she led the transition to distributed work.

[in](#)



## Ali Greene

Co-Founder & Co-Author

Ali has experience growing the fully distributed team at DuckDuckGo from 30 to 100 people in four years as Director of People Operations. She was most recently sharing her remote work expertise as Former Head of Culture and Community Community at Oyster, where she hosted their “Distributed Discussions” podcast. Ali is a frequent speaker and podcast guest on all things remote and the co-founder and co-author of Remote Works, a consultancy and upcoming book (to be released January 2023).

[in](#)



## Hailley Griffis

Head of Public Relations  
Buffer

Hailley is the Head of Public Relations at Buffer. She is also the co-host of the “MakeWorkWork” podcast. Every year, Hailley produces the “State of Remote Work” report and she blogs incessantly about remote work.

[in](#) [🐦](#)



## Shannon Hardy

VP of Flex Work  
[LinkedIn](#)

As VP of Flex Work, Shannon leads LinkedIn's approach to their evolving workplace. Her team is focused on their hybrid work model, talent policies, supporting managers in leading hybrid teams, and ensuring equity of experience for all in a hybrid environment.

[in](#)



## Tracy Hawkins

VP of Work Transformation  
[Twitter](#)

Tracy is VP of Work Transformation, including Sustainability and Future of Work, at Twitter, effectively serving as head of remote. She is very vocal about this topic on social media and blogs regularly on the topic.

[in](#) [🐦](#)



## Gero Hesse

Blogger & Podcaster at Saatkorn  
Managing Director of Territory Embrace

Gero is an expert in employer branding, recruiting, HR startups, future of work and HR tech. He has been advocating for a better working world since 2009 through his blog and podcast, Saatkorn. Gero is one of the leading voices in HR in Germany and a recognized social influencer. He is the Managing Director of Territory Embrace, one of the leading employer branding, HR marketing and recruiting agencies in the DACH region.

[in](#) [🐦](#)



## Andrew Hill

Associate Editor and Management Editor  
Financial Times

Andrew writes about and reports on remote work for the Financial Times. His pieces include interviews with top remote work leaders as he advocates for the shift in working culture.



## Maika Hoekman

Head of People Operations  
Bunny Studio

Maika is the Head of People Operations at Bunny Studio, scaling a remote-first company from 50 to more than 100 people within a year. She has also mentored multiple companies on how to transition to remote work and has a strong DE&I vision on how to build remote companies.



## Kathleen Hogan

Chief People Officer and EVP  
Microsoft

As Chief People Officer, Kathleen spearheaded Microsoft's transition to remote work for over 150,000 global employees. She works to transform Microsoft's culture into a more diverse, inclusive environment where everyone can learn and thrive.





## Mike Hostetler

VP of Enterprise Technology  
Cars.com

Mike is currently the VP of Enterprise Technology and Operations at Cars.com. He is a startup advisor and has founded several companies that have all been operated by a remote workforce, building an operational infrastructure and a culture that supported this design.



## Brent Hyder

President and Chief People Officer  
Salesforce

Brent leads Salesforce's Employee Success organization, where he is responsible for making sure their workplace culture continues to thrive. Salesforce was named one of Glassdoor's Best Places to Work for their ability to prioritize employee health and well-being during the pandemic while finding new ways to support their employees, customers, and communities in the face of economic uncertainty.



## Emma Jacobs

Features Writer  
Financial Times

Emma is a Features Writer at the Financial Times with a focus on the changing nature of work and business. She is the co-author of the satirical column, Work Tribes. Emma writes about remote work often and her articles are frequently shared by other remote work influential individuals.





## Nataly Kelly

VP of Localization  
HubSpot

Nataly is the VP of Localization at HubSpot, helping drive international growth. She has worked as a B2B SaaS executive in marketing, international operations and globalization. Nataly writes about international business for Harvard Business Review, and on her own blog, [borntobeglobal.com](http://borntobeglobal.com). She has co-authored *Found in Translation*, a book about how language shapes our lives and transforms the world.



## Robin Kranich

CHRO and EVP, Human Resources  
Gartner

Robin is an influential HR leader and advocate for hybrid work at Gartner. She has deep expertise in business strategy and people management and continues to lead the evolution of Gartner's growth culture as the company's CHRO.



## Sharlyn Lauby

Author and Publisher at HR Bartender  
President at ITM Group

Sharlyn is an author, writer, speaker and HR consultant. She has been named a Top HR Digital Influencer and is best-known for her work creating HR Bartender, a website that discusses workplace issues. HR Bartender has been recognized as one of the Top 5 Blogs read by HR professionals. Sharlyn is currently the President at ITM Group, a management training and HR consulting firm.





## Stephanie Lee

Remote Lead  
cargo.one

Stephanie is the Remote Lead for [cargo.one](#), an air cargo booking platform company with employees in more than 15 countries.



## Tobias Lütke

Co-founder and CEO  
Shopify

Tobias is the co-founder and CEO of Shopify, an all-in-one commerce platform. In 2020, he proclaimed that “office centrality is over” and transitioned Shopify to a digital-by-default company.



## Ester Martinez

CEO and Editor-in-Chief  
People Matters

Ester leads a team of content writers, researchers, product thinkers, and marketers building fantastic media products to enable more impactful HR and talent decisions. She has been featured as a LinkedIn Top Voice and one of the most influential HR Tech and Leadership experts in the world.







## Kelly Monahan

Director, Future of Work  
Meta

Kelly is a Director at Meta, leading their future of work research program. Her research has been recognized and published in both applied and academic journals, including MIT Sloan Management Review and Journal of Strategic Management. Kelly is frequently quoted in the media on talent decision-making and the future of work. She has also written over a dozen publications and is a sought-after speaker on how to apply new management and talent models in knowledge-based organizations.

[in](#) [🐦](#)



## Ashley Rader

Director of Remote Workforce  
Cleveland Clinic

Ashley is the Director of Remote Workforce for Cleveland Clinic, ever since this leading organization in research, education and health information launched its new remote work strategy. In this role, she is shaping remote and hybrid workforce solutions for over 7,000 caregivers.

[in](#)



## Stefan Scheller

DATEV e.G.

Stefan is the author of [PERSOBLOGGER.DE](#), one of the best-known HR websites in the DACH region, and he is recognized as one of the most influential HR experts. He is currently working on his 9th reference book and is a sought-after keynote speaker on future of work topics.

[in](#) [🐦](#) [📷](#)



## Courtney Seiter

VP of People  
Hologram

Courtney is a thought leader in workplace culture who focuses on building diverse and thriving teams. She transitioned Hologram to a fully remote-first workplace and regularly speaks to media and at conferences to share her vision for remote culture. Previously, Courtney was the Director of People at Buffer, a pioneering remote-first company.



## Ellyn Shook

Chief Leadership and Human Resources Officer  
Accenture

Ellyn spearheaded Accenture's shift to remote work in 2020. She is responsible for the people programs that empower more than 699,000 Accenture professionals to improve the way the world works and lives.



## Mary Slaughter

Global Head of Employee Experience  
Morningstar

Mary Slaughter is the Global Head of Employee Experience at Morningstar, an investment research and management firm headquartered in Chicago, IL. Prior to joining Morningstar, she served as a managing director, People Advisory Services at EY. Mary specializes in driving behavior change at scale including workplace purpose, culture, leadership, learning and equity and inclusion. Mary brings in-depth practitioner experience to her work at Morningstar having worked as a CHRO, Chief Talent Officer, Chief Learning Officer and Chief Inclusion Officer.





## John Sumser

Principal Analyst and CEO  
HRExaminer

John Sumser is a Principal Analyst and CEO for HRExaminer, an independent analyst firm covering HR technology and the intersection of people, tech, and work. John is a regular writer on the future of work and is an advocate of remote work.



## William Tincup

President and Editor-at-Large  
RecruitingDaily

William is the President and Editor-at-Large of RecruitingDaily, where he writes, speaks, advises, and consults multiple companies on the intersection of HR and technology. He has written over 250 HR articles, spoken at over 375 HR and recruiting conferences, and conducted over 1,650 HR podcasts and webinars.



## Tara Vasdani

Principal Lawyer and Founder  
Remote Law

Tara is a lawyer focused on the legal challenges facing remote workers. She is determined to show how remote work and digital nomadism is possible with the proper corporate policies in place. She also digs into how artificial intelligence is impacting remote workers, what digital nomads need to know about the latest legislation, and how distributed workforces lead to more diverse talent pools.





## Chase Warrington

Head of Remote  
Doist

Chase is the Head of Remote at Doist, the remote-first, asynchronous company behind Todoist and Twist, employing 100+ people spread across 35 countries. He is also a regular contributor to the leading remote-work organizations, conferences, and publications. Chase is also the host of the "About Abroad" podcast.

[in](#) [🐦](#)



## Alexander Westerdahl

HRBP, VP of Human Resources  
Spotify

Alexander is a VP of Human Resources at Spotify leading the way to the future of work. In February 2021, the company announced its "Work From Anywhere" program that allows employees to work from an office, at home or a coworking space. Alexander talks about remote work often on podcasts and media.

[in](#)



## Terry Wiener

Head of Virtual First - Engineering, Product, and Design  
Dropbox

Terry co-leads Virtual First with Allison Vendt at Dropbox. In late 2020, the company declared it would be a "virtual first company", designing an enlightened way of working AND making work human. Six months after moving to virtual first, they hired Terry to lead the new operating model.

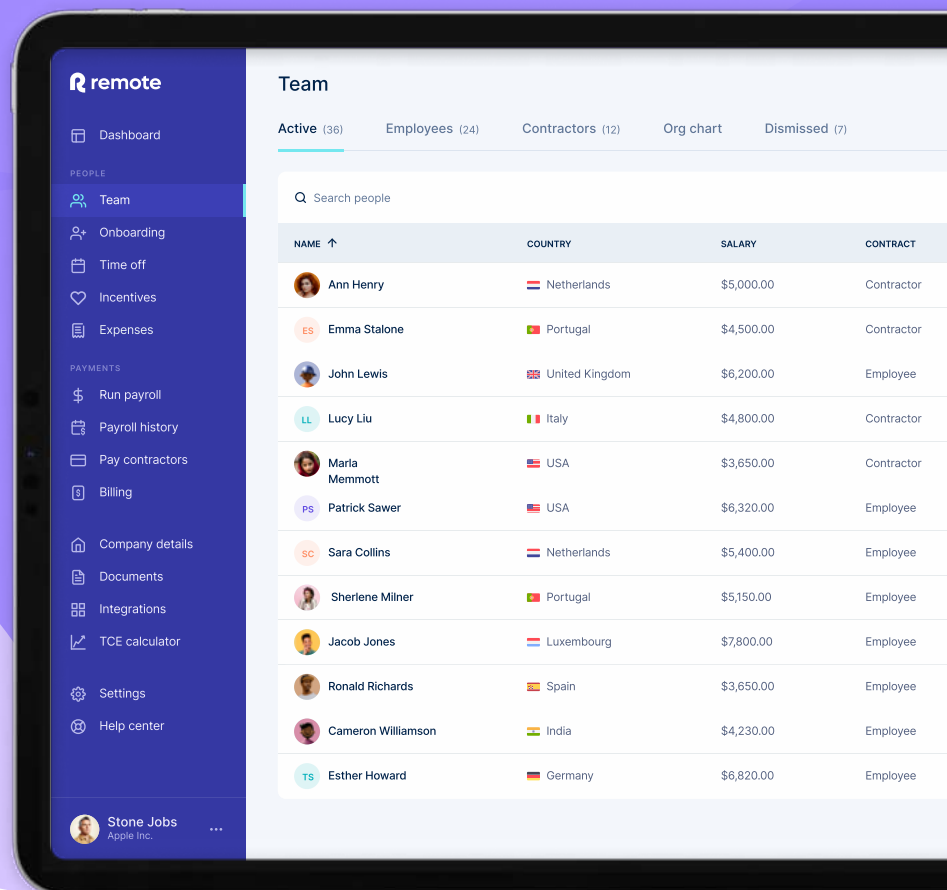
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# About Remote

Remote is the modern global payroll, tax, HR, and compliance solution for distributed teams. We enable companies of all sizes to hire full-time employees and contractors all over the world in minutes instead of weeks.

Founded in 2019 by Job van der Voort and Marcelo Lebre, Remote is growing exponentially as the premier solution for companies looking to simplify the employment of global talent. Remote's mission is to bring remote cultures closer so that people and companies can grow further.

In 2021, Remote was named Best Company for Diversity by Comparably and crowned with Inc's Best Workplaces Award for its company culture and capacity to redefine the workplace.





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