

2023

Remote Influencer Report





The 2023 Remote Influencer Report

At Remote, our mission is to empower remote working cultures so that people and businesses are able to keep growing — even when skills shortages or political and economic disruptions make it difficult for them to do so.

We strive for a world where every person and every company can find their place in the global marketplace, and we continue to do our part to achieve that goal. Although more companies are embracing the benefits that remote working offers them and their teams, they are still facing challenges transitioning to a remote working model.

Not only do we want to offer our knowledge and advice on remote working models, but we also want to connect businesses with inspirational people who are leading the way.

That's why we've created this third edition of the Remote Influencer Report — the ultimate guide to the most inspiring and influential thought leaders in the world of remote work. If you are a company currently implementing a remote working model; if you are seeking information or inspiration to get a better understanding of what the future of the working world will look like; or if you work remotely yourself, these are the people you need to know in 2023.



This year, we partnered with **three experts** for our evaluation process:



Darren Murph

Darren Murph is VP, Workplace Design and Remote Experience, at Andela and considered a visionary in the field of organizational design.



Monica H. Kang

Monica H. Kang is not only the founder and CEO of InnovatorsBox but also the author of books like [Rethink Creativity](#).



Chase Warrington

Chase Warrington is the Head of Remote at Doist, a pioneer of distributed work who specializes in productivity software.

With their expertise regarding remote working innovators, enablers, and accelerators, they helped us select the **best 150 experts** and bring them together in this report.



JOB VAN DER VOORT

Co-founder and CEO of Remote



In 2023, many companies find themselves at a crossroads. While some have realized the benefits of the remote working model and are already working at full speed to maximize those benefits for themselves and their teams, others are returning to offices. Some companies are caught in the middle, still busy finding the way that works best for them. In our experience, the people leading these companies all want to make the right decisions for themselves and their teams, but they don't always have the information they need to do so.

The foundation for remote work has improved lately, but we are still far from a world where this working model is standard and accessible to all. **I'd like to imagine a world where everyone has the freedom to work from anywhere, without the constraints of time and location. A world where we can pursue our dreams and ambitions while also enjoying fulfilling personal lives.** This vision is not far from becoming a reality, as we can see how the way we work is evolving at an unprecedented pace. While the past two or three years have brought significant changes to work-life balance, I truly believe that we have only scratched the surface of remote work's transformative potential.

Remote facilitates remote work for all companies and teams who wish to make the transition. We support them in building a shared, inclusive, and open-minded culture that goes beyond borders. To that end, we lift the voices of inspiring people who have blazed new remote work trails and who continue to help people benefit from the advantages of the remote working model. Only if innovative thoughts and useful information continue to be exchanged can remote work become as natural a workplace in the future as an office building was in the past.

With this goal in mind, welcome to the 2023 Remote Influencer Report.



What makes the Remote Influencer Report unique?

It was important to us that we not simply create a one-dimensional list of advocates for remote work. We took a global and diverse view, ensuring that we only include people who can offer truly transformative and encouraging insights for those who want to learn how to implement remote work in a way that benefits everyone involved. With the help of our three judges and our CEO, we were able to identify a list of influencers who inspire companies making the transition to remote work and those optimizing their existing strategies. These influencers also provide news and information on topics, such as legal obligations to managers who are currently responsible for remote working teams.

The people who are featured in this report are as diverse and multifaceted as the selection process itself. Some have been active in a remote working environment for many years and dedicated themselves to driving the movement forward. Others have analyzed effective workplace models and identified data on the potential impact of remote work. And some have established companies that are essential to the existence of remote work, providing workplace and productivity tools, training, or recruitment. The list includes HR and business leaders who have led their companies' transitions to a remote working model, as well as authors who are championing remote work and accelerating the transition to a remote-first world.





How we built the report

To begin, we looked at our previous reports from 2021 and 2022 to analyze which individuals continued to have a significant influence in the world of remote work. We then used a combination of 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 the best people, we researched academics, analysts, and workplace experts who have been ahead of the curve on remote work innovations for decades and took a deep look at companies created with a fully remote model or that have recently transitioned to a remote-first approach. We also invited our community of remote work advocates from all over the world to nominate 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?

To identify the most relevant personalities among the innovators, enablers and accelerators, we asked our three newly involved judges to make their choice based on their experience and knowledge. This process resulted in a list of 150 individuals leading the remote work movement with 50 in each category.





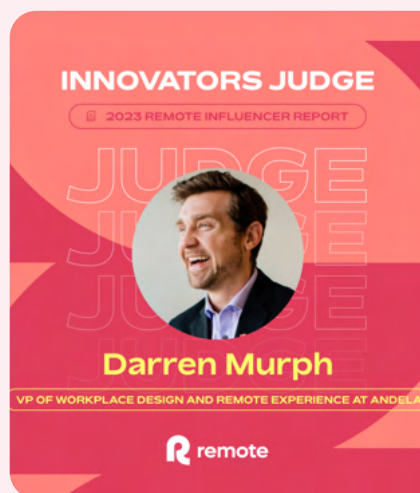
The three types of remote work influencers

We have categorized our list into three types of influencers:



Remote Innovators

Remote innovators are those who paved the way for remote work. These people were working and leading remotely before it was cool. They started remote-first companies before anyone had heard of Slack, studied workplace models, wrote books, and collected data to determine the potential impact of remote work on companies, workers, and the economy. These individuals are disruptive thinkers who do things differently to advance the remote movement. Remote Innovators laid the foundation for the global shift to remote work.



Darren Murph is our designated judge in this category. He serves as Andela's VP, Workplace Design and Remote Experience. Named an "oracle of remote work" by CNBC and featured in The Forbes Future of Work 50, Darren is a recognized visionary in organizational design.

Prior to Andela, Darren pioneered the Head of Remote role in the historic IPO of GitLab. In addition, he holds a Guinness World Record in publishing, authored [GitLab's Remote Playbook](#), and wrote the book "[Living the Remote Dream: A Guide to Seeing the World, Setting Records, and Advancing Your Career](#)".



Remote Enablers

Remote Enablers are those who make remote work possible today. They are the founders who have developed tools for remote working, as well as the coaches, trainers, and consultants who help people and businesses make the transition. Without these influencers, as well as their tools and their shared knowledge, it would be much harder to work remotely. We all rely on the tools and approaches they develop to support distributed teams.



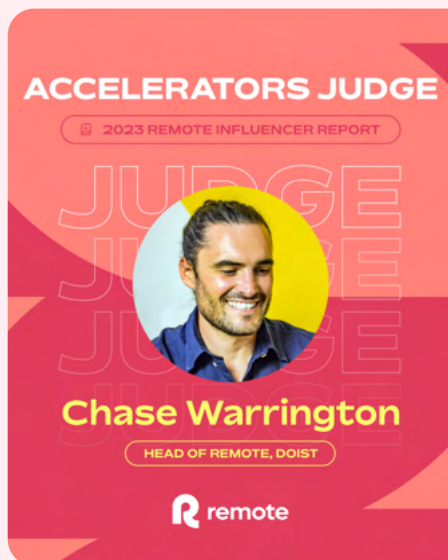
In this category, **Monica H. Kang** supported us with her expertise. She is the founder and CEO of InnovatorsBox and author of books including “Rethink Creativity.” She facilitates culture transformation, leadership development, and team building in a way that is fun, actionable, and relatable. Monica works with clients worldwide, including Fortune 500 companies, and her work has been recognized by The White House and Women’s Business Enterprise National Council (WBENC), among others.

Before she founded InnovatorsBox, Monica was a nuclear nonproliferation policy expert. She holds an M.A. from SAIS Johns Hopkins University in Strategic Studies and International Economics and a B.A. from Boston University.



Remote Accelerators

Remote Accelerators are the ones who influence what our working world will look like in the future. They are HR leaders and executives embracing the remote model. They can also be leading business journalists and bloggers who influence thousands of decision makers. When they act, they take people with them. It is thanks to them that the permanent shift to remote working is happening at all. These influencers listen to the innovators and use the tools created by the enablers to accelerate change in the long term.



As Head of Remote at Doist, **Chase Warrington** helped us select the Top 50 remote work accelerators. Doist created the award-winning task management app Todoist, as well as Twist, the first communication app designed for async workflows. Chase develops and executes Doist's remote work strategy and co-located events, as well as advocates for the future of work, which has earned him recognition as a leader in the Remote Influencer Report and a 2022 LinkedIn Top Voice for Remote Work. He has worked remotely for over 12 years, as one of Doist's more than 100 employees across 35 countries. He is a regular Forbes contributor, instructor, and consultant to many of the leading remote work organizations and publications, as well as the host of his own podcast, [About Abroad](#).




For this report, we analyzed influencers from each of these categories and, together with our judges, identified a total of 150 we believe are the most impactful and influential. It was not an easy task to determine the top 50 for each of the three categories, as we have hundreds of people who were part of the analysis and who could have been on this list. We are always open to nominations for remote influencers through our social channels and on our website to be included in future versions of this report, as well as other planned Remote influencer projects.

Congratulations to everyone who made the list in 2023 because of their impact on remote work!

We are excited to celebrate these 150 remarkable individuals. They are the ones every company, leader and remote worker should be following this year to create a better, more connected remote working future.



Introducing the Top Remote Influencers of 2023

-  [Remote Innovators →](#)
-  [Remote Enablers →](#)
-  [Remote Accelerators →](#)



Remote Innovators

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



The future of work is in great hands. There's a badge the remote community wears: generosity. These individuals are generous with their insights, their time, and their willingness to learn. The communal approach ensures that one great idea compounds atop another and isn't hidden away in the spirit of competition. I'm excited to build and learn alongside this group and look forward to it expanding in the years ahead.

Darren Murph

Remote Innovators judge



Adam Grant

Organizational Psychologist, Wharton School of Business

Adam is a New York Times bestselling author, organizational psychologist, and Professor at The Wharton School of Business, leading conversations about how individuals can find motivation and live more generous and creative lives. Adam is the host of original [TED podcast series WorkLife](#), where he explores the topic of how science can improve remote work.

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AJ Dimarucot

Independent Graphic Designer | Remote Work Advocate



AJ has been a remote work advocate since 2008, when he quit his job to do graphic design for brands like Nike and Jordan while living in the Philippines. He started the Facebook community, [Filipinomads Creative Network](#), to help Filipino creatives work for brands all over the world. He also joined Artphorce as a minority partner, a startup that connects businesses with Filipino design and creative talent.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



Trust your team. Since 2008, the best teams I was part of had managers who expected us to produce independently and to produce high-quality work on time, but also gave us the freedom to use our time.



Anne Bibb

Founder and CEO, Remote Evolution



Anne is the founder and CEO of Remote Evolution, a business consulting firm supporting organizations with remote and hybrid work models. She is also a thought leader in employee and customer experience and was noted by CX Network as the Remote Working Advocate on their 2023 CX Influencers Report. Anne also recently launched the [Unexpected Journey Podcast](#).

HOW DO YOU WORK WELL ASYNCHRONOUSLY?



When you're relying on email and messaging apps to get the job done, it's crucial to be crystal clear and keep your messages streamlined.



Brigette Hyacinth



Author, "Leading the Workforce of the Future" | Keynote Speaker

Brigette is a bestselling author and 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 the evolving workplace.



Bryan Chaney



Vice President Internal Communications and Talent Brand, Crunchyroll
Co-Founder; Board Co-Chair, Talent Brand Alliance

Bryan leads the internal communications and talent brand team at Crunchyroll and has been named one of the Top 100 Most Social HR Experts on Twitter. Previously, he was the co-founder of Talent Brand Alliance; director of talent brand, culture, and development at Workrise; and also led global employer brand and talent attraction at Indeed. He's an international keynote speaker and trainer on the topic of recruitment and talent branding.



Chris Ducker



Founder and CEO, Youpreneur
Founder and CEO, 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 [Virtual Freedom](#).



Christopher Rainey



Co-Founder, CEO and Podcast Host, 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.



Daniel Nivern

Co-Founder and CEO, Virtual Internships

Daniel is the co-founder and CEO of Virtual Internships, a platform that is bridging the gap between education and the workplace by making internships accessible to all and preparing young people for the future of work.

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HOW DO YOU CREATE AN INCLUSIVE REMOTE CULTURE?



Hire a diverse team. The remote setup allows you to hire a diverse team from all around the world, with different backgrounds, from underrepresented communities.



Danny Page

Managing Partner and VP Operations, Arising Ventures

Danny leads operations and finance for Arising's portfolio of high-margin software businesses, which includes UpCounsel, Abstract, and Jyve. He is also CEO of Enduring Retail Audit, another Arising company. A career remote worker, he founded a remote business in 2007 and has since worked remotely for Distribute Consulting and StudySoup. He also works as the MC of the [Running Remote conference](#).

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Daphnée Laforest

Distributed Operations Strategist, Modern Leaders
Producer and Host, Remote First Podcast

Daphnée is a principal consultant with 10+ years of remote leadership experience. She helps executives, people ops, and team leaders in their transition to a digital-first workforce. She is the producer and host of the [Remote First Podcast](#).

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David Blay Tapia



Co-Founder, Escuela de Trabajo Remoto (Remote Work School)

David co-founded Escuela de Trabajo Remoto to advise Spanish companies about remote work practices. He is a frequent author and speaker on remote work, and has been featured on TEDx.



David Heinemeier Hansson



Co-Owner and CTO, 37signals (Basecamp and HEY)
NYT Best-Selling Author

David is the creator of Ruby on Rails and the co-founder of Basecamp. He co-authored with Jason Fried best-selling books about remote work such as [Rework](#) and [Remote: Office Not Required](#).



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.



Esther Jacobs



Author of "Digital Nomads: How to Live, Work and Play Around the World"

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 building a "no excuses" mindset for success.



Gary Walker

Remote and Hybrid Work Specialist, 22 North



Gary is a remote and hybrid work specialist. He founded Ready for Remote and co-authored [Ready for Remote: Everything you need to create a remote working company](#). He helps build remote and async-first cultures by creating custom playbooks for organizations, increasing digital tool adoption, and providing recommendations to improve communication, collaboration and wellbeing.

HOW DO YOU WORK WELL ASYNCHRONOUSLY?



Create a single source of truth for knowledge management. Make it easier to find the information you need, and create processes which show progress indicators as a byproduct of doing the work. This will help you provide a consistent employee experience, regardless of where people choose to work from, ensuring that everyone has the same access without having to be readily available.



Iwo Szapar

Co-Founder, Remote-how
Co-Founder and Head of Remote, Remote-first Institute



Iwo is 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. He's worked remotely from 15 countries and 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 among the 15 founding members of the Remote-First Institute.



Jason Fried

Co-Founder and CEO, 37signals (Basecamp and HEY)



Jason is an industry expert on remote work and co-founded Basecamp to enable remote working teams to connect and collaborate simply and effectively. He is the co-author of the international bestseller, [Rework](#).



Joel Gascoigne

Founder and CEO, Buffer



Joel is one of the leading innovators in the remote work model. He launched Buffer in 2010, which comprises a fully remote team of 80+ employees, distributed across 50+ cities. Joel and the Buffer team were among the earliest adopters of fully distributed teams, and he regularly contributes insights on building a fully remote business.



John Boudreau

Sr. Research Scientist and Professor Emeritus, University of Southern California



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.



John Riordan

Chairman, Grow Remote



John gained experience in implementing remote solutions long before remote work went mainstream. He has worked at Shopify, Apple, and Virgin Atlantic. Currently he is chairman at [Grow Remote](#), a nonprofit organization offering support to remote workers and companies.



Jordan Carroll

The Remote Job Coach | Author, "Remote for Life"
Founder, The Remote Job Club



Jordan has worked remotely since 2013 for IBM, Remote Year, and multiple startups. He is now a remote work coach at The Remote Job Coach where he creates content, courses, and coaching programs to help high performers learn a proven process to land legitimate remote jobs and gain freedom and flexibility in their lives. He recently published the book, [Remote for Life: How to Find a Flexible Job and Fast Forward to Freedom](#).



Kate Smith



Founder, WiFly Nomads
Remote Career Coach, The Remote Nomad®

Kate has been working remotely while traveling the world since June 2015. As a remote career coach, she is on a mission to teach professionals how to land remote jobs so they can enjoy more freedom and live life on their terms. Kate is the founder and remote career coach at [The Remote Nomad, Ltd.](#) She has been featured in BBC, CNN, Glassdoor, Fast Company, Etihad Airways and more. She also worked with Estonia to create the world's first digital nomad visa.



Kate Lister



President, Global Workplace Analytics

Kate is a remote work pioneer serving as president of Global Workplace Analytics, a research and consulting firm that helps employers understand and prepare for the future of work. Kate has been helping public and private sector employers implement and optimize hybrid-remote work strategies for over 15 years. She is also co-chair of Research, Leadership Team at Workplace Evolutionaries (WE), a group of global thought leaders in workplace strategy.



Ken Yarmosh



Founder, The Remote Solopreneur
Advisor, Fathom

Ken is a business advisor for startups. He has been a pioneer in remote consulting since 2005 and has built multiple apps. He frequently shares advice from his 15+ years of experience using remote as a business strategy while leading global, remote, and hybrid teams across Twitter, LinkedIn, and newsletters.



Kristi DePaul



Founder and CEO, Founders

Kristi has been a remote work advocate since 2013. In 2015, she founded a marketing agency devoted specifically to the future of work and future of learning. Kristi's work has centered on access, rallying global communities around life-changing education and novel technologies. Location independence has enabled her to collaborate with clients on meaningful marketing projects across five continents.



Larry English

President and Co-Founder, Centric Consulting



Larry is an expert in leading remote teams. He is the co-founder of 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. He is a Forbes contributor on topics related to the future of work.

HOW DO YOU CREATE AN INCLUSIVE REMOTE CULTURE?



You need a great DEI program whether your company operates remotely or in the office. That said, remote work gives a head start to companies wanting a more inclusive workplace. For example, individuals with disabilities and those taking care of a child or elderly parent benefit from the flexibility of remote work. Minority workers also report feeling fewer microaggressions in a remote setting. Remote organizations also need to take care to design processes, policies, and leadership training around creating a level playing field for in-office versus remote workers – for example, you don't want remote workers to be looked over for promotions.



Lauren Razavi

Executive Director, Plumia | Author, "Global Natives"



Lauren is an author, speaker, and strategist with more than 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 a mission to build a nomad internet country. She has written about the topic of remote work extensively and authored the book [Global Natives](#), which explores the past, present, and future of the digital nomad movement.



Lavinia Iosub

Founder, Remote Skills Academy by Livit



Lavinia is the managing director of Livit, an international support ecosystem and innovation hub for entrepreneurs and startup teams. She is passionate about the future of work, and the company she manages has inspired and enabled 1,000+ entrepreneurs, startup enthusiasts, remote workers, and digital nomads to build disruptive businesses with a global impact. She is also the founder of [Remote Skills Academy](#), an impact-focused education platform for Indonesians and Thais who want to learn to work online, build successful remote careers, and live life on their own terms. It has upskilled and reskilled 1000+ alumni over the last two years. Lavinia is a founding member of Remote-First Institute.

HOW DO YOU WORK WELL ASYNCHRONOUSLY?



Put yourself on 'airplane mode' for 90-minute deep work slots. You'll be amazed how much high-quality work you can get done and how non-urgent 95% of communication is. Then, build your team policies and practices to allow for this 'magic' to frequently occur.



Mandy Fransz

Owner & Founder, Make the Leap Digital



Mandy is a remote work advocate, business consultant, LinkedIn trainer, international keynote speaker, and co-creator at [Remote Workers Worldwide](#), the world's #1 remote work community with more than 90,000 members around the globe. In 2022, Mandy was named one out of 10 must-follow global thought leaders in US LinkedIn Top Voices: Remote Work, and she regularly shares remote work-related tips, must-read posts, and exclusive resources in [her LinkedIn newsletter](#).

HOW DO YOU CREATE AN INCLUSIVE REMOTE CULTURE?



Remote work is about the flexibility to build a lifestyle that allows you to plan your work around your ideal life, not the other way around.



Marissa Goldberg

Founder, Remote Work Prep



Marissa founded Remote Work Prep in 2018 to help companies create an awesome remote work experience by offering fractional head of remote services. She is the creator of the [Remotely Interesting newsletter](#) and an instructor of courses for executives to lead more effectively remotely.



Matt Mullenweg

Founder and CEO, Automattic Inc.



Matt is a remote work evangelist and founder and CEO of Automattic, which owns and operates WordPress.com, Tumblr, and WooCommerce. Matt leads a fully distributed team of workers. As a pioneer of distributed work, he believes that working remotely is good for both the environment and the economy.



Meghan Biro

Founder and CEO, Talent Culture



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 at Forbes.com, SHRM.org, 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 boards for leading HR and technology brands.



Mike Swigunski

Founder and Author, Global Career



Mike is a bestselling author, remote work leader, and founder of Global Career, an international job board for remote workers. As an online business expert who 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's a regular contributor at Forbes and author of the book, [Global Career: How To Work Anywhere And Travel Forever](#).



Mitko Karshovski

Founding Editor-in-Chief and Podcast Host, That Remote Life



Mitko has been a digital nomad and proponent of remote work since 2016. He is the founding editor-in-chief of [Remote Insider](#), a witty and educational daily newsletter read by 25k people covering the most important news and developments in the world of remote work and digital nomadism. He is the host of [That Remote Life](#) which is in the top 2% of all podcasts.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



The only thing that matters is the output of your team. By releasing control over when and where someone works and only focusing on the results, you will create space for your team to get creative, find new ways of doing things quicker, and build a stronger culture.



Molood Ceccarelli

Remote Work Strategist
Founder and CEO of Remote Forever



Molood is a remote work pioneer, strategist, agile coach, and international keynote speaker. Over the last 6+ years, she has crafted a strong brand and accrued a following of over 10k attendees at her 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, Huffington Post articles.



Nadia Harris

Founder, RemoteWorkAdvocate.com



Nadia is the founder of RemoteWorkAdvocate.com, the go-to place for companies embracing remote work and individuals willing to work flexibly. She is a remote work lawyer, culture trainer, and HR advisor. She advocates for companies that foster flexible employment. Nadia is also the head of HR at Receive and is among the 15 founding members of the [Remote-First Institute](#).

HOW DO YOU LEAD DISTRIBUTED TEAMS?



Remote work is a business model. It touches on every aspect of the organization. Making it work requires both the leadership team as well as all team members who contribute to mutual success. There is no one-size-fits-all remote work strategy or golden solution. Get inspired by following remote-first companies and leaders, but also remember to think about your own business case and build upon it.



Nick Bloom

WFH Startup Advisor
Professor of Economics, Stanford University



Nick is a professor of economics at Stanford University. He has been researching working from home for almost 20 years. He has been heavily involved with policy, including meeting President Obama and speaking in the 2014 Working Families Summit. He gave a [2017 TedX talk on working from home](#), has consulted with hundreds of CEOs and managers, and has been covered extensively in national and international media.



Nishchal Dua

Assistant VP of Marketing, inFeedo



Nishchal is a remote work advocate and founder of the Remote Work Summit — a conference devoted to connecting remote experts with top 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 serves as the (remote) growth head with multiple early-mid stage tech startups and actively consults on building effective, scalable, profitable marketing strategies.



Olumide Gbenro

Founder, Nomad Cloud



Olumide is a digital nomad pioneer and thought leader, leading the remote work way with many initiatives, including hosting community events serving 10,000+ digital nomads from around the world over the last five years. He's the founder of [Nomad Cloud](#), a newsletter and media company focused on providing the latest knowledge and advances in remote work. His initiatives have one thing in common: working to promote a more human-centered approach to life and work practices on a global scale.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



Actually get to know your team. What's going on in their lives? Check in on their mental health. Ask them 'How are you doing?' often. They will remember this, and it will foster a stronger team bond.



Rita McGrath

Founder, Valize
Strategy Professor, Columbia Business School



Rita is a speaker, 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.



Rowena Hennigan

Lecturer in Remote Work
Founder and Keynote Speaker, RoRemote



Rowena is a remote work skills specialist, author, educator and founder of RoRemote. She is passionate about supporting and educating remote workers. Rowena has worked remotely since 2007, has developed university accredited courses in remote work, and is currently engaged in [various activities](#) to promote self-care and coach remote workers to embed these habits into their routines. She is also a LinkedIn Top Voice and popular LinkedIn Learning Instructor.



Sacha Connor

Founder and CEO, Virtual Work Inside



Sacha has 12 years of experience working remotely, eight of which she spent leading large, hybrid teams as a remote work pioneer at The Clorox Company. She is now the CEO of Virtual Work Insider, a consultancy that coaches hybrid and remote teams to lead, communicate, collaborate, and build culture across distance.

HOW DO YOU CREATE AN INCLUSIVE REMOTE CULTURE?



Build a plan to create a location-inclusive mindset as part of your DEI strategy...Visually map out the geographic anatomy of the team so that you can see which team members are in each location and time zone, and which are fully remote and which are hybrid.



Sarah Hawley

CEO and Founder, Growmotely



Sarah is a serial entrepreneur and investor in startups, having founded eight companies since 2009. Following three successful (\$2m+) exits, she is currently the founder and CEO of Growmotely, the first global platform for sourcing, growing, and leading remote teams. She's personally fueled by a passion for challenging the status quo of how we work, conscious culture and leadership, community, diversity and equality, and living life on one's own terms.



Shelby Wolpa

Founder, Shelby Wolpa Consulting



Shelby has spent the last 16+ years building and scaling people functions at high-growth companies while creating world-class company cultures. She spent more than three years reimagining what a truly outstanding workplace culture can be in a fully distributed environment at InVision and previously founded three successful people teams at Instacart, One Medical Group, and Palantir Technologies. She also wrote the start up guide, [Building a Remote-First Company Culture](#). In 2020, she founded Shelby Wolpa Consulting, advising on remote and globally distributed workforces.

WHAT SHOULD EVERYONE KNOW ABOUT DISTRIBUTED WORK?



Imagine a world where every company is capable of connecting with the world's top talent. What if it didn't matter if the person you wanted to hire, or the company you wanted to work for, was on the other side of the world? Imagine what people and companies could do, if they weren't limited by geographical location: a new world of smart, independent, high-performing teams working on stuff that matters.



Soumyasanto Sen

Analyst, Influencer and Speaker, People Conscience



Soumya is a digital strategy and transformation leader and an analyst of future of work. He has been recognized as top influencer and thought leader in the area of digital HR, HR tech, transformation, people analytics, and future of work. He also authored [Digital HR Strategy: Achieving Sustainable Transformation in the Digital Age](#) and is a keynote speaker on the future of work.



Stella Garber

Co-Founder and CEO, Hoop

Stella Garber, co-founder and CEO of Hoop, is a remote work advocate and frequent public speaker on the topic of startups, remote work, marketing, and entrepreneurship. She is known for her [series of Medium articles](#) on how to effectively lead and manage remote teams. Former head of marketing at Trello, she is an angel investor in 25+ companies. In 2022, she co-founded Hoop, a company developing a tool for asynchronous collaboration.



Susan LaMotte

Founder and CEO, Exaqueo

Susan is the founder and CEO of a fully remote employer brand consulting firm, Exaqueo. She has been championing remote work for over a decade now and frequently provides advice on workforce research, employer brand, talent strategy, and candidate and employee experience, as well as advice for working moms.



Tamara Sanderson

Co-Founder and Co-Author, Remote Works

Tamara co-founded Remote Works, an organizational design and consulting firm with a mission to liberate teams from the nine-to-five and teach them how to do their best work, anytime, anywhere. She also co-authored the book, [Remote Works: Managing for Freedom, Flexibility, and Focus](#).



HOW DO YOU CREATE AN INCLUSIVE REMOTE CULTURE?



Transparency! It feels great to be in the know. Therefore, create your digital-first workplace so that everyone has access to the information they need to do their job and feels connected to the company's goals and mission.



Tim Ferriss

Author, "The 4-Hour Workweek"
Host, The Tim Ferriss Show Podcast



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 and Wall Street Journal bestsellers, including [The 4-Hour Workweek](#). He is the host of [The Tim Ferriss Show](#), a podcast focused on deconstructing what drives world-class performers in different fields.



Tsedal Neely

Professor, Harvard Business School
Author, "Remote Work Revolution" and "The Digital Mindset"



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.



Remote Enablers

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



I feel inspired by all the global innovators who walk the talk in making remote work and life possible. From one email to one project milestone, we forget to remember there are people behind the products, systems, and events that made our collaboration and communication possible. Hats off to the Remote team for identifying such an inspiring group of global innovators and giving them the recognition for their devotion and dedication to making remote work accessible and possible!

Monica H. Kang

Remote Enablers judge



Andreas Klinger

Investor, Remote First Capital



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 was previously the CTO of On Deck, a community where top talent comes to accelerate their ideas and build companies, surrounded by a world-class community. He is the previous head of remote at Angellist.



Anna Makovnikova

[in](#)

Group Product Manager, Toggl

Anna is a group product manager working at Toggl. She also serves as a guest professor at MBA and pre-MBA programs at the MIM-Kyiv Business School. Anna works as a consultant, providing guidance to businesses and individuals on remote working and the management of distributed teams.



Brianne Kimmel

[in](#) [🐦](#)

Founder of Work Life Ventures

Brianne is the founder of Work Life Ventures, an early stage venture firm in Silicon Valley, investing in tools and services for the modern workplace. She is also an investor in 20+ startups, focusing on companies that make work more flexible, creative, and human.



Brittnee Bond

[in](#)

Founder and Remote Work Consultant, Remote Collective
Coworking and Coliving Consultant, Bond Works

Brittnee is the founder and remote work consultant of Remote Collective, a one-stop solution for teams transitioning to remote work. She believes all people should have access to remote work and intends to make this a reality as the coworking and coliving consultant at Bond Works, which helps teams incorporate a more dynamic and flexible approach to work.



Chris Herd

[in](#) [🐦](#)

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 an active promoter of remote work.



Chris Cerra

[in](#) [🐦](#)

Founder, RemoteBase

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



Danielle Farage

Director of Growth and Marketing, Café
Advisor, Digital Nomad Expo



Danielle is the director of growth and marketing at Café, which connects teams through real-life interactions. She has been voted as LinkedIn's Top Voice for Gen Z and was recently recognized as a Top 50 Future of Work Influencer. She frequently speaks on topics related to the future of work.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



Focus on what brings you together... Aim for 2-3 prescheduled team events whether online or IRL per quarter, along with weekly 1-on-1s and monthly check-ins specifically to ask, 'How could I be supporting you better?' and 'How are you doing?'



Dorota Piotrowska

VP People and Organization Development, HCM Deck



Dorota is the VP of people and organization development at HCM Deck, a learning and development platform designed with customer-facing teams in mind. She is also an advisory board member, HR digital product strategy at Network Perspective. Her purpose is to build effective, data informed, agile, remote smart organizations that help people grow and feel enabled and self-fulfilled with the contribution they make to their company's mission and beyond.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



Intentionally invest time and energy in the entire team, starting with the exec team, in psychological safety and accountability as cultural foundations of any healthy and high performing remote-first and hybrid organization.

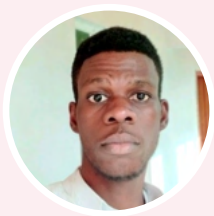


Gary A. Bolles

[in](#)

Chair for the Future of Work, Singularity University
Author, "The Next Rules of Work"

Gary is chair for the future of work at Singularity University, where he leads the student union's activities related to the shift to a digital work economy, helping individuals, organizations and governments navigate disruptive change. He is also the author of the book, [The Next Rules of Work: The Mindset, Skillset and Toolset to Lead Your Organization through Uncertainty](#), and is a frequent lecturer on the future of work and learning.

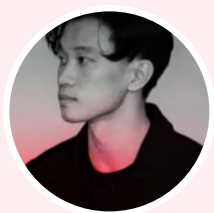


Godspower Eseurhobo

[in](#)

Program Tech Product Manager, CLEAR Global
Founder, AfriSplash Remotely

Godspower is the current program tech product manager at CLEAR Global and is also the founder and DEI advocate at [Afrisplash Remotely](#), Africa's #1 remote work community and largest remote work marketplace. He is creating awareness about a gap in remote hiring processes and working on a solution while sharing knowledge about remote working culture, productivity in remote work, and the benefits of adopting the distributed team model.



Ivan Zhao

[in](#) [🐦](#)

Co-Founder and CEO, Notion

Ivan is the co-founder and CEO of Notion, an application that provides remote first companies and digital nomads with an all-in-one virtual workplace. A supporter of remote teams, Ivan has helped further the push toward asynchronous work through documentation.



Jakob Knutzen

Co-Founder and CEO, Butter



Jakob is the co-founder and CEO of Butter, a video platform helping people collaborate globally in a more interactive and, in his words, delightful manner. He also co-founded RemoteCamp.io to help companies define and execute on a successful remote strategy through assessments and workshops.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



Learn facilitation as a skill... Meet your coworkers where they are. If they prefer to receive written memos, focus on that. If they digest video Looms, use that.



Jessica Reeder

Director of Remote Organizational Effectiveness, Upwork



Jessica is the director of remote organizational effectiveness at Upwork. She has been working remotely since 2006 and remains a staunch advocate of distributed work best practices.



Joe Thomas

Co-Founder and CEO, Loom



Joe is the co-founder and CEO of Loom, a remote work video recording platform that helps with async communication. He is a strong believer in the remote work model.



Jonny Cosgrove

CEO, meetingRoom



As CEO of meetingRoom, Jonny is enabling Fortune 500 companies to collaborate in secure, customized XR spaces, using all their 3D content. This allows global enterprises to immersively tackle a variety of use cases that don't fit on a 2D screen.



Joshua Zerkel



Head of Global Engagement Marketing (Community), Asana

Joshua is the head of global engagement marketing at Asana, where he's responsible for growing and engaging the Asana community around the world, both online and offline. He's also a Certified Professional Organizer® and has spent over 20 years building community connections and helping people and businesses become more productive. Before joining Asana, Josh was director of global customer education and community at Evernote.



June Bolneo



Founder and CEO, WorkRemote

June has been training people about remote working since 2012. She founded [WorkRemote](#), an online social platform for remote workers. During the height of the pandemic, she trained more than 5,000 people on how to find jobs online and implemented remote work initiatives supported by government organizations in several different countries. A remote work pioneer, she has been working and managing remote teams for more than a decade.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



Review your documentation, processes, and tools – this is where most companies fail. They think the problem is because people are not in the office and blame remote work, but really the issue is in one of these three or perhaps all of them.



Kaleem Clarkson



Chief Operating Officer, Blend Me, Inc.
Co-Founder, RemotelyOne

Kaleem is a remote work advocate, people operations professional, and speaker. He is the chief operating officer of Blend Me, Inc., a remote employee experience consultancy that helps startups and small businesses onboard, engage, and retain their remote teams. He also co-founded [RemotelyOne](#), a members-only community for remote work professionals.



Kathleen Di Paolo

Founder and CEO, Wanderers Wealth



Kathleen is an International tax consultant and founder of Wanderers Wealth, which helps location independent entrepreneurs, freelancers, remote workers, global citizens, and digital nomads figure out their tax situations and corporate structures. She is a digital nomad herself and is an expert in offshore tax issues, international corporate structuring, and global residency matters.



Laila von Alvensleben

Head of Culture and Collaboration, Mural



Laila is the head of culture and collaboration at Mural, a collaborative intelligence company supporting 95% of Fortune 100 enterprises. She has worked remotely since 2014 as one of Mural's 700 employees distributed across 24 countries, empowering the company's rapidly growing team to successfully connect and collaborate from anywhere.

HOW DO YOU CREATE AN INCLUSIVE REMOTE CULTURE?



Hiring people to create initiatives in culture and D&I (diversity and inclusion) with the support of other culture ambassadors is a start, but it's not enough – it's up to leaders (execs and managers) to lead by example.



Lara Owen

VP Workplace Experience, NetApp



Lara is the VP of workplace experience at NetApp. She succeeded in implementing workplace transformation initiatives as well as advocating for flexible work to enhance opportunities, improve employee engagement, and support work-life balance. She's an advocate for a people-centric approach to work.

HOW DO YOU WORK WELL ASYNCHRONOUSLY?



Include a BLUF (bottom line up front) or TLDR (too long, didn't read) to the top of every email. Helping your audience understand the takeaway or call to action in one or two sentences will save everyone time.



Larissa Menocci

Co-Founder and Learning Design Lead, MakeTeamWork



Larissa is the co-founder of MakeTeamWork, a company that helps teams and organizations improve their collaboration and teamwork. She's also the facilitator of the MakeTeamWork LAB community and is among the 15 founding members of the Remote-First Institute. She has extensive experience in research, design, and testing prototypes and activities to promote better remote teamwork.

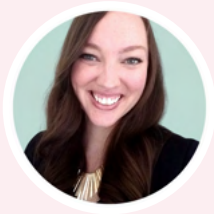


Laszlo Bock

Co-Founder and CEO, Humu
Co-Founder and Board Chair, Gretel Inc.



Laszlo is the co-founder and CEO of Humu and Gretel.ai. He is also the New York Times bestselling author of [Work Rules! Insights from inside Google that will transform how you live and lead](#) and formerly the CHRO of Google.



Laurel Farrer

Founder and CEO, Distribute
Principal Strategy and Operations of Workplace, GitLab

Laurel is the founder and former CEO of Distribute, where she collaborates with the world's top remote-friendly companies to strengthen virtual communication, streamline digital processes, and develop long-distance management strategies. She is currently working as principal of strategy and operations of workplaces at GitLab.

[in](#)

Lauren Pasquarella Daley

VP Women and The Future of Work, Catalyst Inc.

Lauren has led Catalyst's global organization's strategic pillar, Women and the Future of Work, for multiple years. Lauren is an advocate for remote and flexible work practices and solutions, effecting change and influencing leaders within many Fortune 500 and other organizations. Her advocacy and passion for creating workplace solutions that help companies weather accelerating changes, foster inclusion and equity, and expand access to opportunity is palpable and inspirational.

[in](#) [🐦](#)

HOW DO YOU CREATE AN INCLUSIVE REMOTE CULTURE?



People work best – regardless of schedule or location – when they feel safe, understood, and included with a sense of belonging. A little empathy – the act of demonstrating care, concern, and understanding to the lived experiences of other people – can go a long way in building an inclusive work culture. Intentionally train and build up your empathy skills so you can better support and better celebrate your team.

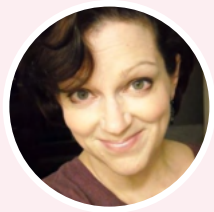


Liam Martin



Co-Organizer and Author, Running Remote | Co-Founder, Time Doctor
Co-Founder, Staff.com

Liam envisioned remote work more than a decade ago. Liam is the co-founder of Time Doctor, a company that allows employers and employees to hire and work anywhere in the world as quickly and efficiently as if everyone were in the same office. He is also the co-founder of Staff.com, one of the most popular time tracking and productivity software platforms in use by top brands today. He is a co-organizer of the [Running Remote Conference](#) and author of [Running Remote](#).



Lisa Mills



Founder and Publisher, Work at Home Mom Revolution

Lisa is the founder of Work at Home Revolution, a company that features work at home jobs for stay at home moms and provides tips on working from home and starting a home business.



Lona Alia



Head of Revenue, SafetyWing

Lona is the head of revenue at SafetyWing, a global health insurance for remote and distributed teams. She is an expert at building fully remote teams where people genuinely want to work, and she is passionate about helping companies pursue missions that go above and beyond simply making money.

HOW DO YOU CREATE AN INCLUSIVE REMOTE CULTURE?



Establish clear communication channels. Remote team members need to feel like they have open lines of communication with their leaders and colleagues.

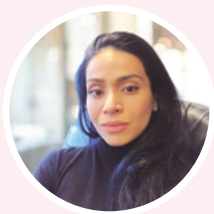


Lybria Jones

Client Director, Amplifi
Founder, Quit Commuting



Lybria is the client director at Amplifi and founder of [Quit Commuting](#). She provides tips on finding, interviewing, and obtaining remote jobs. She's a single mom herself and encourages moms to live a more flexible life, supporting those who want to travel the world while working remotely.



Marion Balandra

Founder and CEO, Meridian Remote Teams



Marion is the founder and CEO of Meridian Remote Teams, where she works to build remote teams for the world's most ethical brands. She empowers women to support women-led and women-owned brands across the world.



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. Their company is fully remote, and they are on a mission to help teams to share more understanding with each other and the people they work together to serve.



Mine (Kocadag) Dedekoca

Founder, Happy Work Studio



Mine is the founder of Happy Work Studio, a brand that guides organizations to create a "Happy Workplace" with happy, fulfilled, and self-aware employees. She is also among the 15 founding members of Remote-First Institute. She has been working remotely for over 10 years and has firsthand experience of how to make it work for both the employee and employer. Her unique approach blends global practices with her own experience to help create a harmonious remote workplace where people feel valued and appreciated.



Morten Brøgger

CEO, MapsPeople



Morten is the former CEO of Wire, a secure workplace collaboration tool that features a hybrid work model to empower work flexibility. He is currently the CEO at MapsPeople, a dynamic mapping platform based on Google Maps, designed to make people's lives easier.

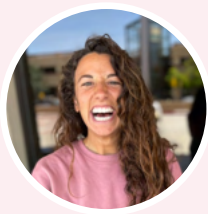


Nacho Rodríguez

Founder, Repeople
Co-CEO, Workinholas



Nacho is the Founder of [Repeople](#), a community on a mission to drive socio-economic transformation by promoting the values of distributed work. He founded [Nomad City Gran Canaria](#), the best source of information for remote workers interested in relocating to the island of Gran Canaria. He also co-founded Cincerity and is co-CEO of Workinholas. Nacho is a well-known innovator in the digital nomad space and ambassador of remote work.



Nellie Hayat

Workplace Innovation Lead, Density



Nellie is a workplace innovation lead at Density. She is passionate about designing and building workplace experiences to create more inclusive, uplifting, and supporting environments for distributed teams, bringing 10+ years of experience working with a vast range of companies and teams on their remote strategies.



Pilar Orti

Director, Virtual not Distant



Pilar set up Virtual not Distant in 2016 to help managers and their teams embrace online collaboration. She has helped teams set up their online ecosystems, delivered training both online and off, and piloted new ways of working. As host of the "[21st Century Work Life](#)" podcast, Pilar brings her experience and that of her guests to a wide audience, providing valuable insights and practical advice on how to make the most of new ways of working — and new ways of thinking about work.



Reisy Abramof

Founder and CEO, Trabajando Remoto



As the onboarding director for [Remote Year](#), a leading community for digital nomads, Reisy spent five years globetrotting while helping others settle into their remote work lifestyles. Drawing on her extensive experience, Reisy founded [Trabajando Remoto](#) in 2020, a platform that connects Latin American talent with remote work opportunities worldwide.



Rodolphe Dutel

Founder and CEO, Remotive



Rodolphe is a founder at [Remotive](#), an award-winning remote job board and community sharing remote jobs and news with the world's largest community of remote workers. He is also a regular keynote speaker on the future of work.



Ryan Burke

CRO & Remote Consultant



Ryan Burke is a consultant on all things remote and a frequent speaker on scaling go-to-market teams and fostering culture in a distributed environment. Recently, Ryan was Chief Revenue Officer at Qatalog, a centralized operating system for companies that supports and enables distributed work. Previous to Qatalog, Ryan was Senior Vice President at InVision, where he took the fully-remote design software company from 35 employees and \$5M in annual revenue to 800 employees and \$100M just a few years later in a fully remote model. Ryan is also a Limited Partner at the Remote First Fund, a premier venture fund focused on remote technology companies and an angel investor and advisor specializing in remote companies. You can find some of Ryan's talks and approaches [here](#).

HOW DO YOU LEAD DISTRIBUTED TEAMS?



Determine ways to show vulnerability – which actually may be in person. It's very hard to build trust without having shown some vulnerability, and trust is the hardest thing to manage in a remote environment.



Sahin Boydas

Head of RemoteTeam, Gusto



Sahin is the founder and CEO of RemoteTeam, an online HR platform for remote teams which was purchased by Gusto. He has previously founded other successful startups and frequently provides advice on startups and remote work.



Sam Pessin

Chief of Staff, Industrious
Co-Founder, Remote Year



Sam is the co-founder and former 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. He is currently the VP and chief of staff at Industrious, a company providing a sustainable option for companies to manage newly distributed teams for the long term.



Sara Sutton

Founder and CEO, FlexJobs
Founder, Remote.co



Sara founded [FlexJobs](#) to help workplaces better adapt to remote and flexible working approaches. She also founded [Remote.co](#) as a way to provide top-notch best practices and lessons learned from herself, other experts, and leading remote companies willing to share their firsthand experiences. Sara frequently speaks and writes articles on remote work.



Siobhan McKeown

Chief Operating Officer, Human Made



Siobhan is the chief operating officer at Human Made and is author of [A Life Lived Remotely](#). She is an open source contributor and public advocate for remote work, and she shares advice and practices on how companies can get better at going remote.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



Learn about intercultural communication and working. Remote team leaders should not just assume that because they are used to doing something in a specific way that it translates into every culture. Work cultures vary across the world, and you should verse yourself in the specific cultures of your workplace along with the relations between them. There is a vast body of work on cultural working practices and communication, and remote leaders can start by educating themselves and using that to shape how they build an inclusive culture.



Srivatsan Padmanabhan

Co-Founder and COO, GoFloaters



Srivatsan has been a vocal remote work advocate since 2018. His startup, GoFloaters, was founded as a 100% remote company primarily serving companies that are remote-first. The [platform](#) helps people find work and meeting spaces that can be booked instantly.



Vanessa Tierney



CEO, Abodoo
Co-Author, [Your Company with No Walls](#)

Vanessa is a remote working tech entrepreneur as CEO of Abodoo, which provides sourcing and workplace management for remote teams and talent. With nearly a decade of working outside of a traditional office, she is an Ireland Top 100 Female Entrepreneur and co-author of [Your Company with No Walls: How to Master Remote Leadership Fast](#).



Wade Foster



Co-Founder and CEO, Zapier

Wade is the co-founder and CEO of Zapier, a global remote company that allows end users to integrate the web applications they use. Although Zapier is based in Sunnyvale, California, it employs a workforce of 350 employees located around the United States and in 23 other countries.



Yanislava Hristova



Founder, Remote IT World

Yanislava is the founder and community manager of [Remote IT World](#), a global citizen company that empowers and connects businesses and IT talent worldwide to work remotely.



Tammy Bjelland

Founder and CEO, Workplaceless



Tammy is a leader, speaker, educator, and founder at the intersection of the future of work and the future of learning. She is the founder and CEO of [Workplaceless](#), an award-winning training company that supports organizations worldwide in building the capabilities needed to thrive in flexible, digital-first environments. As an expert in remote and hybrid work, she guides individual contributors, managers, and executives in successfully navigating the complexities of distributed work, including balancing asynchronous and synchronous communication, ensuring equitable outcomes regardless of location, managing performance, and building a remote learning culture.



Tracy Keogh

Co-Founder, Grow Remote



Tracy is the co-founder of [Grow Remote](#), a nonprofit making remote employment visible and accessible and which runs in more than 144 communities across 17 countries. She is part of the Embedding Remote Work taskforce at the Bank of Ireland, a cross-divisional initiative supporting the organization in embedding remote work across the enterprise.



Valentina Thörner

Consultant, RemoteThatWorks



Valentina is the former head of remote at Klaus, where she ensured that the company could scale remotely, while keeping an eye on processes and practices to make sure remote colleagues kept on track. She's now a full-time remote strategy consultant, where she supports executives and people managers as they navigate their remote reality. She is among the 15 founding members of the [Remote-First Institute](#).

HOW DO YOU LEAD DISTRIBUTED TEAMS?



No tool can substitute regular 1-1 interactions with your individual contributors. Where you may be tempted to complain about too many meetings, your team members may be looking forward to that one and only regular conversation that keeps them connected to the greater vision.



Remote Accelerators

These are the top 50 Remote Accelerators paving the way for the future of remote work.



Reviewing the list of nominees for this year's Remote Influencer Report left me feeling incredibly optimistic about the future of work! There are so many bright people contributing to this movement from a variety of angles, and my only concern is that we were not able to congratulate each and every one of them! I'm sending massive congratulations to all who made the final list though: you're making a huge contribution to the future of our workplace and improving quality of life for countless people around the world. As you can see, this future we're working toward is very bright, and it's because of all the incredible minds here, who are influencing this change.

Chase Warrington

Remote Accelerators judge





Alejandra Reynoso

Co-Founder and Product Manager, Nomada Latam

Alejandra is a Mexican entrepreneur who has been running Nomada Latam, which matches top Latino developers with fast-growing companies, for over two years. She advocates for remote work in Latin America and works to ensure that more Latinos have opportunities to work internationally from anywhere.

in

HOW DO YOU WORK WELL ASYNCHRONOUSLY?



Use clear and concise messages when communicating asynchronously. This helps ensure that team members understand the message and reduces the need for follow-up questions.”



Alexander Westerdahl

HRBP and VP of HR, Spotify

Alexander is HRBP and VP of human resources at Spotify. He frequently provides expert advice about remote work. Spotify recently announced its ["Work From Anywhere" program](#) that will allow employees to work from an office, at home, or by coworking, which he was instrumental in implementing. Alexander says the plan represents the future of work.

in



Ali Greene

in

Co-Founder and Co-Author, Remote Works Book

Ali is the co-author of [Remote Works: Managing for Freedom, Flexibility](#). A remote worker turned leader since 2014, Ali has experience growing the fully distributed team at DuckDuckGo from 30 people to nearly 100 people in four years as their director of people ops. Ali's mission is to empower people and companies, helping them thrive in making work (and life) better.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



The most significant shift you will need to make as a remote leader is self-awareness. Everything stems from self-awareness.



Ali Pruitt

in

Remote Work-Life Balance Coach

Ali is a remote work-life balance coach with a focus on productivity and time management. Through her [consultancy](#), she has helped hundreds of remote workers and companies around the world be more intentional with their time. She has been featured in media such as The Wall Street Journal, Business Insider, and other notable media companies. She was previously a digital nomad and now works as an expat in Mexico.



Angela Gaylor

in

Senior Director of Strategic Initiatives, Insight Partners

Angela is senior director of strategic initiatives at Insight Partners. Previously, Angela led culture and employee engagement at Webflow, which has been remote since before the pandemic. Before that, she led the transition to distributed work at Foursquare.



Annie Dean

in

VP of Team Anywhere, Atlassian

Annie is the VP of team anywhere at Atlassian and previously was director for remote work at Facebook. She co-founded Werklabs, an enterprise data analytics SaaS platform focused on flexibility and remote working.



Ashley Rader Sell

in

Director, Remote Workforce Solutions, Cleveland Clinic

As the director of remote workforce solutions at Cleveland Clinic, Ashley leads the effort to embrace remote and hybrid work and transform how work is done long term. Cleveland Clinic has 21 hospitals in four countries and is ranked as the #2 health system in the world by Newsweek. With her leadership, Cleveland Clinic deployed long-term remote and hybrid work models in 2021, densified campuses, and standardized in-person and virtual performance and connectivity practices.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



More flexibility requires more clarity. Great remote and hybrid managers clearly define workplace norms and expectations around urgent and non-urgent communication, documentation, child care, work hours and time, goals, and how to measure success.



Ben Marks

in

Founder and CEO, The #WorkAnywhere Campaign

Ben Marks is a workforce activist and impact entrepreneur. He is the founder of the [#WorkAnywhere Campaign](#), the global advocacy movement representing remote and hybrid workers, as well as the Future Workforce Alliance, an initiative bringing together politicians and sector leaders to drive a fairer, healthier, and more inclusive future of work. Previously, Ben served as CNN's global head of innovation. He has contributed articles to HBR and TNW (a Financial Times company).



Brent Hyder

in

President and Chief People Officer, Salesforce

Brent leads Salesforce's employee success organization, which 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.



Cali Williams Yost

Founder and CEO, Flex+Strategy Group



Cali is the world's leading authority on high performance flexibility. A visionary workplace futurist, strategist, author, and keynote speaker, Cali is the Founder and CEO of the Flex+Strategy Group, a solutions company helping organizations unlock performance and engagement by reimagining how, when, and where work is done.



Carlos Silva

Senior Content Writer, Semrush



Carlos is one of LinkedIn's Top Voices in Remote Work, helping today's distributed workforce set boundaries and highlighting why companies need to be proactive in addressing burnout and isolation. He also makes the case for why businesses don't need a physical office space to create a supportive company culture.

HOW DO YOU WORK WELL ASYNCHRONOUSLY?



Embracing tech alone won't guarantee async work will be effective. Leaders need to ensure the work culture supports the async approach. Use internal guidelines and conventions to help outline the codes of conduct and ensure everyone is on the same page.



Claudia Crummenerl

Managing Director and Global Practice Lead Workforce and Organization, Capgemini Invent



Claudia is managing director at Capgemini Invent. She is also an expert in the people perspective of digital, looking at how leadership in the digital age is evolving; how talent and workforces transform through automation and AI; and how to engage with employees during the transformation process.



Courtney Seiter

VP of People, Hologram



Courtney is the VP of people at Hologram, a progressive, remote-first company where she works on building talented teams, healthy culture, and functional processes. She transitioned Hologram to a fully remote-first workplace and regularly speaks to media and at conferences to share her vision for remote culture.



Darcy Marie Boles

Consultant, Remote-First Workplace Experience Strategy,
Culture and Design, Shift with Darcy Marie



Darcy is a Culture Architect & Remote Experience Designer. Her deepest why is that work doesn't have to suck, and she has dedicated her career to ensuring that it doesn't. Darcy pulls her design-thinking architecture from global experiences and cultures from around the world, using positive psychology and anthropology research to align company ecosystems with shared intrinsic values and experiences. She believes that we all have the power to create a better world and live the lives of our wildest dreams when building flexible workplaces that create a profitable win-win for all stakeholders and now consults series A-C companies on how to make remote work, work for them.

HOW DO YOU CREATE AN INCLUSIVE REMOTE CULTURE?



Learn the ABCs of remote working! Autonomy, Belonging and Competency. If you can provide these three universal human needs in the way you design and lead your workplace experience, you're on the right track to creating a motivated, engaged, and inclusive culture.



Dom Price

Work Futurist, Atlassian



Dom is proud to work at Atlassian, where he's spent 10 years helping teams unleash their potential in how they work. As their resident Work Futurist, Dom is Atlassian's in-house "team doctor" helping distributed teams scale by being ruthlessly efficient and effective. He spends over half his time helping customers navigate transformation, agility, leadership, and the future of work. An [accomplished TED speaker](#), Dom has a deep passion for elite human performance, highly effective distributed teams, and building thriving businesses.

HOW DO YOU WORK WELL ASYNCHRONOUSLY?



Build a working agreement with your team so you know what is sync and what is async. Don't leave it to chance.



Ellyn Shook

Chief Leadership and Human Resources Officer, Accenture



Ellyn spearheaded Accenture's shift to support remote working in 2020. She is responsible for the people programs that empower over 425,000 Accenture professionals to improve the way the world works and lives.



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 was featured on the LinkedIn Top Voices list in 2016 and 2018, which ranks the top writers on LinkedIn for the year. She regularly writes and posts about remote work. She was recognized as one of the Top 30 Influential Women Leaders in HR Tech and Power List of the Top 200 Biggest Voices in Leadership in 2022.



Gustavo Razzetti



CEO, Fearless Culture
Author, "Remote, Not Distant"

Gustavo is CEO and creator of Fearless Culture, a workplace culture consulting firm, to help develop purpose-driven organizations. He is a speaker, culture consultant, and best-selling author of [Remote, Not Distant: Design a Company Culture That Will Help You Thrive in a Hybrid Workplace](#). His work has been featured or quoted in The New York Times, the Harvard Business Review, the BBC, Fortune, Psychology Today, and many more.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



People don't just want location flexibility but also schedule flexibility. Instead of defining your hybrid model around the schedule (how many days remote and how many in the office), let your team define how and where they work based on the work. The nature of the work – the type of project, challenges, and collaboration required – should define when people work in person or remote and when in real-time or asynchronously.



Hailley Griffis



Head of Communications and Content, Buffer

Hailley is the head of communications and content at Buffer, where every year she produces the famous State of Remote Work report, which recently released its sixth edition. Hailley also co-hosts the podcast, [MakeWorkWork](#), a show about "the work around the work" including career growth, creative work, and striving to be better. She frequently [writes articles](#) for her own site and various publications about making the most of remote work.

HOW DO YOU WORK WELL ASYNCHRONOUSLY?



Have everyone on your team create a one-page source of information about work preferences. At Buffer, we call it a "Work Blueprint" and think of it as a shortcut for teammates to collaborate more efficiently by getting to know each other better.



Heather McGowan



Board Member, Sparks and Honey
Partner, ImpactEleven | Author

Heather is a future of work strategist and an internationally recognized keynote speaker. She has provided keynote addresses for Siemens, Microsoft, and The World Bank. Often quoted in the media, notably in the New York Times, McGowan serves on the advisory board for Sparks and Honey, a New York-based culture-focused agency looking to the future for brands. She is also a Forbes contributor and author of [The Adaptation Advantage: Let Go, Learn Fast, and Thrive in the Future of Work](#) and [The Empathy Advantage: Leading the Empowered Workforce](#).



Jennifer Christie



Chief People Officer, DocuSign

Jennifer is the chief people officer at DocuSign. She was previously chief HR officer at Twitter, transitioning the organization to a remote company. She has helped lead progressive initiatives around remote work benefits, supporting working parents, Twitter's "return to office" strategy, and its proactivity around creating a more diverse and inclusive company.



Jesse Chambers



Founder and CEO, wrkfrce

Jesse is a remote work enthusiast. He is the founder and CEO of [wrkfrce](#), the first and only digital media brand dedicated entirely to remote work, creating exclusive content for location-independent professionals and the businesses that employ them.



Jessica Davies



Managing Editor, Digiday Media

Jessica is managing editor for the WorkLife section at Digiday, writing about HR technology and future of work, which focuses on the future of the workplace and workforces across industries.



Jo Palmer

Founder and Managing Director, Pointer Remote

Jo is the founder and managing director of Pointer Remote, a company that builds capacity in communities, businesses, and individuals to leverage remote work through training and job matching services. She is a passionate advocate for remote work and believes that remote work levels the playing field for those in rural areas.

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Josh Bersin

Founder, Dean and CEO, The Josh Bersin Academy

Josh is founder of The Josh Bersin Academy, a global leader in research, advisory services, and professional development for HR teams around the world, where he 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. He is a Top LinkedIn Voice in HR.

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Juliana Rabbi

Career Coach and Speaker, Juliana Rabbi - Career Consultancy Online

Juliana is a career coach with 15 years of experience as a recruiter and over seven years of working remotely. As a former recruiter, she helps professionals with 10+ years of experience land remote jobs faster. She is also an international keynote speaker on remote employment and client generation.

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Kelly Monahan

Managing Director of Research Institute, Upwork

At Upwork, Kelly creates research-driven insights on the future of work to help leaders redesign the way people work. She was the previous director, future of work at Meta, where she led 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.

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Kieran Flanagan

CMO, Zapier
Author



Kieran is the CMO at Zapier and an author, startup adviser, speaker, mentor, and remote work advocate. He also runs the [GrowthTLDR Podcast](#), a weekly interview series with both leaders and practitioners who have real knowledge to share on what it takes to grow a business.



Leah Knobler

Director of Talent Acquisition, Help Scout



Leah has been working remotely for over seven years and has helped build the 170 person, fully remote team at Help Scout. She also helped build the remote culture playbook at Help Scout that still thrives today. She shares useful content on LinkedIn and [on her website](#) about best practices for hiring remotely.



Lisette Sutherland

Director, Collaboration Superpowers
Author, "Work Together Anywhere"



Lisette is the director at Collaboration Superpowers, which helps people work together from anywhere through online and in person workshops. She is a keynote speaker, podcaster, and published author of [Work Together Anywhere: A Handbook on Working Remotely—Successfully—for Individuals, Teams, and Managers](#).



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 democratizes employment, changing the narrative for refugees and other vulnerable populations. Lorraine is a member of the MIT ReACT Advisory Committee and the International Rescue Committee (IRC) Technical Advisory Committee for ReBuild, their East Africa livelihood program.

WHAT SHOULD EVERYONE KNOW ABOUT DISTRIBUTED WORK?



Remote work can equalize opportunity for the economically marginalized. Today, work can theoretically be performed by anyone, anywhere, regardless of nationality, race, geography, immigration status and political label. The potential of digital work and the digital economy is huge for underrepresented talent, including refugees.



Maureen Burke

Senior Manager, HRBP, 1Password



Maureen is currently an HR business partner at 1Password. Previously, she was focused on identifying value and impact-driven remote initiatives at Shopify while creating programs for remote workers on distributed and hybrid teams. She is passionate about scaling and growing distributed teams internationally.



Michael Gutman

Remote and Hybrid Work Consultant, Remote Work Institute



Mike is a keynote speaker, [LinkedIn Learning author](#), and consultant on leading and succeeding in a remote and hybrid work environment. His LinkedIn Learning courses have reached more than half a million learners and range from remote work policy, to remote work management, to day-to-day best remote work practices. As the former marketing director for [FlexJobs](#), Mike helped connect the value of work flexibility to employer strategy and job seekers, including running corporate conferences on remote work strategy. He is also among the 15 founding members of [Remote-First Institute](#).



Mika Cross



Workplace Transformation Advisor, Strategy@Work
Strategic Advisor, U.S. Federal Government

Mika is a widely acclaimed workplace expert, speaker, strategist, and innovator specializing in interdisciplinary expertise among the areas of innovative global workplace initiatives, remote and distributed work, and culture change. Her career includes 20+ years of assignments throughout the United States intelligence community, across the federal government, and in private industry working with Fortune 500 companies, nonprofits, academia, and startups to leverage their flexible, remote, and hybrid work capabilities to achieve lasting competitive advantages.



Mikaila Read



Senior People and Culture Partner, MUI

Mikaila is an emerging voice in remote work, constantly promoting dialogue on the future of work. She is the senior people and culture partner at MUI and was the previous remote experience manager at Mezmo, a fully distributed software company. Prior to that role, Mikaila led the remote experience at TravelTech company Impala.



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 out the operational infrastructures and cultures that supported this design.



Paul Estes



VP of Ecosystem Analytics, Magic Leap
Author

Each week, Paul provides insights and perspective to over 100,000 readers of his weekly [LinkedIn newsletter, Gig Economy](#). Paul has published articles in Fast Company, TechCrunch, and Forbes, and he frequently shares his insights as a speaker and panelist. He is also the author of the best-selling book, [Gig Mindset: Reclaim Your Time, Reinvent Your Career, and Ride the Next Wave of Disruption](#).



Phil Kirschner



Senior Expert and Associate Partner, Real Estate and People and Organizational Performance, McKinsey

Phil is a future of work and workplace leader at McKinsey and Company. He has more than 20 years of experience persuading complex networks of stakeholders to transform their operational processes and behaviors. He grew and learned across the disciplines of information security, operational risk, expense management, and corporate real estate before finding his passion for the future of work and workplace.

HOW DO YOU CREATE AN INCLUSIVE REMOTE CULTURE?



Recognize that there is a direct correlation between flexible working policies and diversity and inclusion strategies, but that building inclusion and belonging remotely requires extra effort because physical exposure to people who are different from ourselves is often a gateway to promoting empathy and understanding.



Robin Kranich



CHRO and Executive Vice President, Gartner

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



Samantha Fisher



Managing Director, Business on the Frontlines, University of Notre Dame

Samantha is a strategy-minded and visionary people leader focused on building a better model of work and experience. She is highly skilled at effecting change with high-performing teams, innovative problem solving, and inclusive decision making. She is the former head of dynamic work at Okta, Inc.



Shannon Hardy

VP of Flex Work, LinkedIn

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As the VP of flex work at LinkedIn, Shannon leads LinkedIn's approach to the organization's evolving workplace. Her team focuses on their hybrid work model, talent policies, supporting managers in leading hybrid teams, ensuring equity of experience for all in a hybrid environment, and LinkedIn's continued approach to addressing the pandemic.



Stephanie Lee

Head of People Experience, Nansen
Certified Executive Coach

in

Stephanie crafts impactful company experience at Nansen and frequently speaks about topics such as vulnerability, psychological safety in the workplace, and cross-cultural collaboration. A strong believer in the value of remote-first company design, she has helped companies cope with work-from-home directives by speaking and teaching about remote work and how to effectively implement it for those new to this way of doing business.



Tara Vasdani

Principal Lawyer and Founder, Remote Law Canada

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Tara, a lawyer focused on the legal challenges facing remote workers, is determined to show how remote work and digital nomadism are possible with the proper corporate policies in place. She highlights new types of disputes that companies are facing and what they need to know before hiring remotely. 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. She is recognized as a 2022 Top Voice on LinkedIn.



Tariq Rauf

Founder and CEO, Qatalog

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Tariq is the CEO and founder of Qatalog, a work hub that gives people a radically simpler way to coordinate work. An architect by training, Tariq built his first software business at the age of 12 and spent time as a product manager at Wise and Amazon before founding Qatalog. Tariq believes distributed and diverse teams are more successful, which is why he created Qatalog: infrastructure for modern work that powers distributed teams and enables seamless connectivity across tools.



Terri Horton

Future of Work Strategy Consultant, FuturePath



Terri is a workforce futurist and founder of FuturePath, LLC. Her expertise sits at the intersection of the future of work, artificial intelligence, and the impact on business and people strategies. She is a consultant, corporate trainer, futurist coach, international speaker, and LinkedIn Learning author.



Terry Wiener

Strategic Advisor, Teamraderie



Terry is a workplace experience leader and currently the strategic advisor for Teamraderie, focusing on delivering purposeful interactive team experiences to help strengthen human connections and team effectiveness. Terry has a proven record for developing people, programs, and strategies to lead major workplace transformations and organizational change. As the former head of virtual first at Dropbox, she oversaw the company's future of work operating model aimed to design a more enlightened way of working as a remote-first company. Terry has also held leadership and consulting roles at Genentech, JLL, and UKG.

HOW DO YOU LEAD DISTRIBUTED TEAMS?



Don't assume your team is aligned on how best to communicate and collaborate. Be explicit about desired team norms and behaviors, and check in regularly to make sure they evolve as your team evolves.



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.



Tracy Hawkins



VP of Workplace Experience and Connection, Grammarly

Tracy is the VP, global head of workplace experience and connection at Grammarly. She frequently provides guidance and advice on hybrid and remote work and organizational change. She was previously at Twitter, managing the implementation of a remote working model in the company.

HOW DO YOU CREATE AN INCLUSIVE REMOTE CULTURE?



Inclusive workplaces start by understanding the unconscious bias that we all have and educating ourselves about this. Leaders need to model this ongoing education and have their teams undergo training.



Tyler Sellhorn



Head of Remote, Commsor

Tyler is a remote work enthusiast. He has been featured on the [We Work Remotely: The Remote Show Podcast](#), focused on learning from the best practitioners of remote work and remote hiring anywhere. He currently works as the head of remote at Commsor, leading the business and people operations teams. Tyler has recently created [headofremote.xyz](#), a repository of remote resources.



Yen Tan



Co-Founder, Kona

Yen is the co-founder of Kona, a burnout prevention platform for remote teams. Kona turns leadership best practices into actionable habits and people analytics without leaving Slack. Kona believes that this way, remote companies can scale the best parts of their culture.



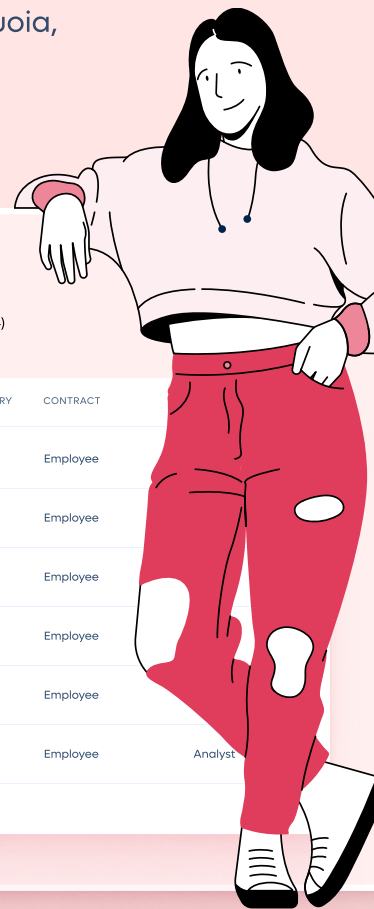
About Remote

Talent is everywhere — opportunity is not. Remote closes the gap by enabling employers to hire anyone from anywhere, providing access to opportunity so people everywhere can build better lives.

Remote helps companies become global powerhouses by expanding their access to talent beyond their borders.

Thousands of businesses rely on Remote’s modern platform and legal, financial, and cultural expertise to onboard, pay, and manage employees and contractors in 150+ countries.

Remote was founded in 2019 by Job van der Voort and Marcelo Lebre and is backed by leading investors including SoftBank Vision Fund 2, Accel, Sequoia, Index Ventures, Two Sigma Ventures, General Catalyst and B Capital.



Team

Active (65) Employees (59) Contractors (6) Direct employees (0) Inactive (4)

NAME	EMPLOYMENT ID	EMPLOYMENT COUNTRY	ANNUAL SALARY	CONTRACT
Miles Teller	PSPNRH	Portugal	€66,000.00	Employee
Melvin Knight	ZGXUHC	United Kingdom	£50,000.00	Employee
Elsa Norton	RSQ3W9	Portugal	€55,000.00	Employee
Scotty James	7K9TVE	United States	\$67,000.00	Employee
Teresa Swanson	WSA711	United States	\$52,500.00	Employee
Kim Jefferson	RJ4QLG	Ireland	€46,000.00	Employee Analyst



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