

2024

Remote Influencer Report



The 2024 Remote Influencer Report

An increasing number of companies are global by design, while demand for remote roles is continuing to grow with more and more talent looking to work from anywhere. With the technology available today, it has become much easier to support remote work models — but who are the people building, designing, and leading the way forward, often in the face of opposition to remote working benefits, whether on their own or as part of a forward-thinking team?

At Remote, we're building the global HR platform to bring hiring, payroll, and HR compliance to modern distributed businesses everywhere.

We're committed to empowering individuals to prioritize their happiness as they grow in their careers, and contribute to the success of distributed businesses. Working from anywhere is not a “perk” or limited to just a few days in the year, but a mindset enmeshed in company cultures, which ultimately helps build a more equal working world for all.

For some businesses, transitioning to a remote work setting can cause havoc. It can be daunting to try new approaches, even ones with a demonstrated track record of success, like distributed work. It can be tempting to default to “business as usual” — but for the people on this list and other leaders who think like they do, business as usual isn't good enough.

There are many incredible people across the globe innovating, enabling, and accelerating the industry to allow both employers and talent to benefit from the opportunities remote work provides.

We are thrilled to present the fourth edition of the Remote Influencer Report to shine a light on remarkable leaders who have been sharpening their remote work tools. We hope their expertise helps you embark on your journey toward a more flexible working environment.

Whether you're new to remote work, just curious, or have been working remotely for ages, this report will provide you with insights from the most inspiring and influential thought leaders in the remote working world. To make it as useful as possible, we've included links to the resources that these inspiring individuals have been part of creating, links to their social media profiles, and icons to indicate whether they are speakers or published authors. We hope it sparks ideas, uncovers opportunities, and keeps you curious!





Sentiments toward remote work continue to vary. While some have taken advantage of the upside it has brought to their lives and work experiences, others are still debating and implementing return-to-office mandates.

At Remote, we choose a people-first approach.

This is a decision we make intentionally, daily to create a work environment based on flexibility and trust, where people are encouraged to grow and nurture their passions. An environment where kindness is a natural attitude and people feel seen, heard, and understood. And we design our products with a goal to help people everywhere around the world achieve a more positive and flexible life-work culture.

When Marcelo and I founded Remote in 2019, a fully remote company was still a novelty, but it's incredible to see that now more and more people are dedicated to rethinking the workplace. A lot of this is happening because of the work of tireless remote work advocates - real pioneers who have championed a better future for all of us. They are the ones who have helped others see the possibilities that distributed work brings to the table and the impact it has made on people's lives and their businesses.

In this year's report, we have included thought leaders, influencers, and remote work advocates paving the way for a better workplace.

Recognizing that more companies are making the shift, **our report focuses on key learnings — how do we take the leap into remote work and how can we let go of old habits to build new ones? How do we make bold decisions? How do we go from “how it's always been done” to “how it should be?”**

I hope this report feeds your ambitions to aim for a working world limited not by your or your team's geographical location, but only by your imagination.

Welcome to the 2024 Remote Influencer Report.



JOB VAN DER VOORT

Co-founder and CEO of Remote



Meet the Judges

For the second year, we have formed an expert judging panel to help us in our evaluation process. These judges were handpicked by Remote based on their expertise and familiarity with the evolution of remote working. Each has previously been featured in this report in their respected judging category.

Meet this year's judging panel:

INNOVATOR JUDGE



Rowena Hennigan

Rowena Hennigan is a global remote expert, providing popular LinkedIn Learning courses on the topics of becoming a digital nomad and staying productive when you travel and work. As the founder of RoRemote, she delivers consultancy and training to help companies and individuals achieve a positive and effective remote work experience.

Her motto and trending hashtag is #Workisnotaplace which reflects the vision she spreads: Living the digital nomad life and staying productive while you're on the move. Rowena is regularly featured in international media, including the NY Times and Harvard Business Review and an engaging keynote speaker. She is also a board member, advisor, keynote speaker, academic professor, and a LinkedIn Top Voice. Rowena has been highlighted as an Innovator in our 2021, 2022, and 2023 Remote Influencer Reports.

ENABLER JUDGE



Chris Cerra

[Chris Cerra](#) has been advocating for remote work since 2016 and has been a full time digital nomad for over six years, making it his mission to share his knowledge on the digital nomad lifestyle. As the Founder of [RemoteBase](#) and [the Digital Nomad Trip Report Newsletters](#), he's been delivering insights and important pointers on how to become successful working remotely. Chris is also a sought-after speaker and has made appearances in the media, on podcasts, and all around the world. His work has earned him a spot on the Enabler list in our 2022 and 2023 Remote Influencer Reports.

ACCELERATOR JUDGE



Ester Martinez

[Ester Martinez](#) is the CEO and Founder of [People Matters](#), Asia's largest community and media platform for HR and talent leaders. As a visionary leader and influencer, she has transformed People Matters into a new age, niche media organization through knowledge and experience-driven content and customized events, community-driven conferences, digital and content marketing solutions across India, Southeast Asia, and ANZ, driving impactful thought leadership in the dynamic People and Work space, since 2009. She hosts "[Unplugged](#)", a People and Work podcast, and also curates "[Working Out Loud with Ester](#)" a bi-weekly newsletter where she shares insights into new ideas, trends, and tech innovations. Ester has been highlighted as an Accelerator in our 2021, 2022, and 2023 Remote Influencer Reports.

Their experience and expertise in remote work helped us finalize this year's list of innovators, enablers, and accelerators, highlighting the top 150 experts who are shaping the future of remote work.



About the Report

What makes the Remote Influencer Report unique?

At the center of this report are people who are dedicated to transforming the workplace as we know it. We looked at how they have changed the movement toward a more flexible working environment and how they continue to drive change. Some have built companies essential to a well-functioning remote work setting, as they provide tools or training. Others are focusing all their efforts on spreading the word about a remote-first world, promoting it through any possible channel of communication.

Our three judges, together with our CEO, helped us identify a list of trailblazers who inspire companies to take the leap and transition to remote work, help with optimizing existing strategies, or inspire talent around the world looking to build a career that does not depend on geographical location.

The people we have included in our report are highly passionate about remote work. All of them are doing the groundwork to inspire and help others to do the same, continuously learning and improving as they share ways to embrace remote work and tools to empower others.

How the report is built

This is the fourth version of our report. Every year, we start by going through our previous [Remote Influencer Reports](#) to see which of our previously named influencers continue to significantly impact the world of remote work. We also review [nominations](#) of remote work advocates we gathered throughout the year from our global community.

We then develop a list of 225 influencers using the following criteria to determine whether a person qualifies for our list:

01

Are they advocating for remote and flexible work practices?

02

Are they actively leading change or influencing others?

03

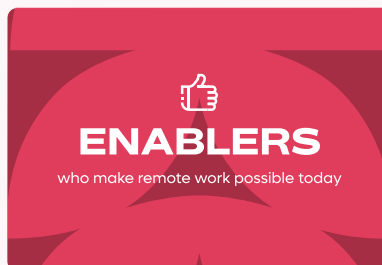
Do they demonstrate innovation or disruptive thinking?

04




Do they provide accessible advice and guidance?

To finalize the list, we ask our three judges to review the list of influencers in their respective category (innovators, enablers, or accelerators) and vote based on their experience and knowledge. This results in the top 150 individuals leading the remote work movement with 50 in each category.

The three types of remote work influencers



Introducing the top remote influencers of 2024

-  **Remote Innovators** →
-  **Remote Enablers** →
-  **Remote Accelerators** →



Remote Innovators

Remote Innovators are those who are building the very foundation for remote work. These individuals were working remotely when everyone else was still cemented to their desks in their office cubicles. Starting remote-first companies before it was cool, even before Slack — they studied different types of workplace models, did their research, put that in writing, shared their knowledge widely, and went on to collect data to determine the potential impact of remote work on companies, workers, and the economy. These people are not afraid to do things differently to drive the remote movement forward. They disrupt. Remote Innovators paved the way for the global shift to remote work.



Innovation is the act of introducing something new, which requires a process and serious commitment. These Remote Work innovators dedicated their time, expertise and energy to build out the remote first ecosystem that we have today in 2024. Their impact is and was significant and it is a key contribution in the substantial increase (almost threefold since pre the pandemic in remote work roles) that now exists.

Rowena Hennigan

Innovator Judge



We are proud to introduce this year's top 50 Remote Innovators:



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, who is leading conversations about how individuals can find motivation and live more generous and creative lives. He is also the host of original [TED podcast series WorkLife](#), where he is exploring the topic of how science can improve remote work.



Anita Lettink

Founder, HRTechRadar
Keynote Speaker, SMC



Anita is a leading expert on the future of work and pay. As an international speaker and advisor, she helps companies and workers navigate the changing world of work while using state-of-the-art technologies. She runs a [Future of Work newsletter](#), and is also the author of two books: [Equal Pay for Equal Work](#) and [How to Select Your Next Payroll](#). Anita has been recognized as a LinkedIn Top Voice, a Top 25 Future of Work Thought Leader, and a Top 100 HR Tech Influencer. Anita is a Partner at Strategic Management Centre and the founder of [HRTechRadar](#).



Anne Bibb

Co-Founder and COO, Ethos Support
Founder and CEO, Remote Evolution



Anne is the co-founder and COO of Ethos Support, a BPO in Austin, TX offering CX outsourcing and AI solutions to rapidly growing brands. She also co-founded Your CoHort, linking founders and CEOs with skilled fractional C-suite leaders. Anne is also CEO of [Remote Evolution™](#), a business consulting firm advising on remote and hybrid work models. She hosts the popular podcast [Unexpected Journey™](#), has a [YouTube channel](#) with free expert advice, and is recognized as a thought leader in employee and customer experience.

MAINTAINING A HEALTHY (REMOTE) WORK ENVIRONMENT FOR YOUR TEAM

Address mental health proactively and actively balance work and life; this approach is essential in a remote setup. Encourage regular personal check-ins and cultivate a culture that expects taking breaks and setting personal boundaries. Dedicate yourself to your team members' holistic development and welfare, encompassing their professional and personal lives.

- Anne Bibb



Brigette Hyacinth

Founder and CEO, Leadership EQ
Author of *Leading the Workforce of the Future*

in  

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



Bryan Miles

Co-Founder, BELAY
Author of *Virtual Culture*



Bryan is the author of [Virtual Culture](#), a book based on his experience developing a virtual organization, virtual myths, and tools to help you make the leap to a virtual culture. He is the co-founder of [BELAY](#), a premium staffing company serving businesses all over the U.S.



Carlos Silva

Senior Content Writer, Semrush

in 

Carlos is a content writer and remote work advocate who helps today's distributed workforce set boundaries and highlights 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.



Cristina Violeta Muntean

Founder and CEO, Vornica

in

Cristina founded [Vornica](#), a leading women's career advancement and leadership development company in Europe focusing on remote-first practices. In 2019, she pioneered the fully online [Personal Brand Summit](#) in the Czech Republic, disrupting the European leadership landscape and encouraging the embrace of remote Ways of Working (WoW) as the new norm.

EMOTIONAL INTELLIGENCE AS A KEY SKILL FOR REMOTE WORKERS

In an era when our human capabilities are stretched to the limit and it becomes vital to make flexible remote work a human right, it is essential to focus more on our emotional intelligence. Being able to nurture mental and emotional presence is the key for building bonds, creating genuine relationships, and driving productivity across the borders even for people who have never met each other in real life. Remove the friction of emotionally unintelligent ways of working and communicating together, and remote work will become the status quo in no time

- Cristina Violeta Muntean



Daniel Nivern

Co-Founder and CEO, Virtual Internships

Daniel is a co-founder and CEO of [Virtual Internships](#), a platform connecting students and companies for global remote internships and preparing young people for the future of work.

in 

HOW TO BE AN EFFECTIVE REMOTE LEADER

In remote leadership, transparent and open communication is the key to success. Cultivate a culture where team members are not just heard, but are truly understood. Regular check-ins, clear expectations, and fostering a sense of belonging are the cornerstones to empowering your distributed team. The more you invest in meaningful communication, the more resilient and cohesive your remote team will become.

- Daniel Nivern



Daphnée Laforest

Distributed Operations Strategist, Modern Leaders
Producer and Host of 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 through her work at [Modern Leaders](#). She is also the producer and host of the [Remote First Podcast](#).

in 



Esther Jacobs

[in](#) [X](#) [@](#) [Globe](#)

No Excuses Lady, Freedom and Location Independence Coach, Book Writing Coach

Esther is a remote work advocate, keynote speaker, and co-author of [Digital Nomads: How to Live, Work and Play Around the World](#). She has [authored 30](#) books in total and regularly shares information about digital nomadism, entrepreneurship, storytelling, and the mindset that [eliminates all excuses](#).

TOP TIP FOR REMOTE MANAGERS

“Focus on results, not on processes, so that your team members can do what they are good at.”

- Esther Jacobs



Gary Walker

[in](#) [X](#)

Future of Work Architect, 22 North

Gary founded [Ready for Remote](#) and co-authored [Ready for Remote](#), a playbook for remote work created long before the pandemic. As a Future of Work Architect, he actively collaborates with organizations to transform their ways of working – designing and embedding digital practices while boosting the adoption of digital tools. With a profound focus on streamlining information access, optimizing digital tools, and fostering a culture of remote-first excellence, he contributes to enhancing communication, productivity, wellbeing, and work flexibility. Gary has effectively built and nurtured remote-first teams for more than a decade.

HOW TO FOCUS WHEN WORKING REMOTELY

“Configure your digital tools to support focus. Block distractions for deep work, schedule do-not-disturb time, and ritualise actions like manually putting phones away to consciously unplug.”

- Gary Walker



Ginger Dhaliwal

Co-Founder and CPO, Upflex

in X

Ginger is a seasoned entrepreneur with 15 years of successfully working with startups in Asia and North America. She has led product and technology development from ideation to launch of several disruptive patented technologies in the healthcare, e-commerce, and fashion industries in Asia, Canada, and the US. She currently serves as CPO and founder of [Upflex](#), a platform for on-demand, flexible and safe workspaces.

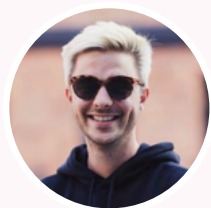


Hilary Callaghan

Founder, HRebel

in X

Hilary is the founder of [HRebel](#). They are an award-winning disability and remote work advocate with over a decade of experience supporting companies grow their teams with impactful inclusion and accessibility initiatives. They have a unique take on how to leverage better inclusion to create happy, effective teams, and a strong track record of helping organizations go remote, and thrive. Hilary frequently presents and is a panelist at international remote work events and runs a [remote jobs newsletter](#) in Australia and New Zealand.



Iwo Szapar

Co-Founder, Remote-how

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

in X

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. Having worked remotely from 15 countries, he authored [Remote Work Is The Way: A guide to making the most of our office-optional future](#). Iwo also co-organized the annual conference Remote Future Summit, attended by more than 11,000+ attendees and 140 speakers.

HOW REMOTE TEAMS CAN BENEFIT FROM AI

Invest 30 days into auditing how your team operates (using AI to help) and implement 5 new Standard Operating Procedures (AI-powered) in the next 60 days. All to work smarter, not harder!

- Iwo Szapar



Jason Fried 📖

Co-Founder and CEO, 37signals

Jason is an industry expert on remote work and co-founded [37signals](#) (Basecamp and HEY) to enable remote working teams to connect and collaborate simply and effectively. He is the co-author of the international bestseller, [Rework](#), and has a [personal blog](#) where he writes on business, design, and product development, among other things.

in X



Jay Friedman 🎤

CEO, Goodway Group

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

in X



Jeanne Meister 📖 🎤

Founder and Managing Partner, Future Workplace Academy

Jeanne is a global HR consultant and a workplace visionary, [advising clients](#) to think differently about work, the worker, the workplace, and the workforce. She is a best-selling author of [three books](#) and a regular [Forbes contributor](#).

in X

IMPORTANCE OF INCLUSIVITY IN REMOTE WORK

It's impossible to discuss hybrid and remote work without addressing inclusivity. All workers must operate on a level playing field, regardless of whether they work in-person, fully remote, or hybrid. Providing on-going development to both leaders of remote teams and to remote workers will be critical to the success of remote working.

– Jeanne Meister



Darren Murph

2023 Remote Influencer Report Judge

[in](#) 

Head of Technology Strategy Communications, Ford Motor Company

Named an “oracle of remote work” by CNBC and included in The Forbes Future of Work 50, Darren leads technology strategy communications at Ford Motor Company. Previously head of remote at GitLab, Darren is known for his passionate advocacy and practical strategy in support of remote work. Darren is also the Founder and CEO of [Page 52 Consulting](#) and offers limited [mentorship](#). He authored [GitLab's Remote Playbook](#) and [Living the Remote Dream: A Guide To Seeing the World, Setting Records, and Advancing Your Career](#).



David Blay

[in](#)  

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 [speaker](#) on communication and remote work.



David Heinemeier Hansson

[in](#)  

Co-Owner and CTO, 37signals

David is the creator of Ruby on Rails and the co-founder of [37signals](#) (Basecamp and HEY). He co-authored with Jason Fried pioneering best-selling books about remote work such as [Rework](#) and [Remote: Office Not Required](#).



Emmanuel Guisset

[in](#)

CEO, Outsite

Emmanuel established [Outsite](#) in 2015, envisioning a world where individuals can lead their best lives with the freedom to live and work anywhere. As an early advocate for location independence and remote work, he leads Outsite in creating a global network of co-living spaces tailored for remote workers and digital nomads. Through his leadership, Outsite facilitates travel, work, and the building of community and friendships within this niche community.



Joel Gascoigne

Co-Founder and CEO, Buffer

in X

Joel is one of the leading innovators in the remote work model. He launched social media company [Buffer](#) in 2010, which consists of a fully remote team of 80+ employees, distributed across 50+ cities. Joel and the Buffer team were one of the earliest adopters of fully distributed teams, and he contributes regularly on building a fully-remote business.



John Riordan

Chairman, Grow Remote

in X

John is chairman of [Grow Remote](#) having retired from Shopify in 2021 where he served as chairman of the board of Shopify International Ltd. A longtime advocate for remote work, he has invested in a number of companies in the remote work space, picking up the nickname "Godfather of Remote" along the way. In addition to chairing Grow Remote, John is also chairman of Quintas Capital and he is on the board of several startups including Otonomee, Boundless and Habitus Health and serves as an advisor to several other companies including Radious and Swyft Energy. John is also a board member of the Sanctuary Runners - a solidarity-through-sport initiative which uses running, jogging, and walking to bring together asylum seekers, refugees, migrants, and all Irish residents. Having spent 20 years of his career in the US — with Apple and Virgin Atlantic Airways among others — John returned to his hometown of Cork, Ireland in 2010.

REMOTE WORK HELPS RETAIN GREAT TALENT

“A distributed remote team is the most cost effective employee retention tool available.”

- John Riordan



John Elston

Chief Revenue Officer, Soul Community Planet
Author of [The Remote Revolution](#)

in X

John is the author of [The Remote Revolution: How the Location-Independent Workforce Changes the Way We Hire, Connect, and Succeed](#), a book that teaches how remote work can bridge work and life experiences to boost productivity, sales conversions, creativity, and more. He is also a speaker on topics related to remote work.



J. T. O'Donnell

Founder and CEO, WorkItDaily.com

in X @

J. T. is founder and CEO of [WorkItDaily](#), one of the largest online career coaching communities. She regularly produces videos on improving your career and working remotely and has created a [variety of free resources](#) for remote workers and people looking for jobs.



Kate Lister

President, Global Workplace Analytics

in X

Kate is a widely recognized thought leader on trends that are changing the who, what, when, where, why, and how of work. As the founder of [Global Workplace Analytics](#), she has been helping organizations understand, pilot, scale, and optimize their workplace strategies and work practices for nearly two decades. Kate was one of only three witnesses invited to testify before a U.S. Senate committee regarding the post-pandemic potential for distributed work in government. Kate has written or co-authored five business books, dozens of white papers—including several that were peer-reviewed, and scores of articles. As a sought-after speaker, Kate has been invited to speak at hundreds of U.S. and global conferences, webinars, and podcasts.



Kristel Kuit

CEO, Headroom Assistance

in X

Kristel is the CEO of [Headroom Assistance](#), a platform that provides remote executive assistance for ambitious C-Suites throughout the USA & EU. Kristel regularly advocates for remote-first and people-first businesses, and spends time educating and explaining the benefits of remote working on LinkedIn.



Kristi DePaul

Founder and CEO, Founders

in X

At home in Tel Aviv and the San Juan Islands, Kristi is an entrepreneur and journalist whose writing focuses on navigating the ever-changing landscape of learning and work. Her articles have been featured in top international publications, including HBR's 10 Must-Reads 2024: In 2015, she launched [Founders](#), a globally distributed content agency that supports educational and workforce development organizations. A remote work advocate since 2013, Kristi has written more than 200 articles to support others' social and economic mobility through location independence.

THE IMPORTANCE OF CULTURAL AWARENESS

Underestimating cultural issues and believing communication will be organic are two of the most common misconceptions in remote teams. Yet being intentional about interpersonal relationships is well worth the effort: Beyond boosting productivity, teams that have built a strong rapport are better equipped to resolve conflicts, work toward long-term goals, and increase workplace happiness.

- Kristi DePaul



Lauren Razavi

VP of Communications, Safety Wing

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

Lauren is an award-winning strategist with 10+ years of experience as a remote worker and digital nomad. She currently serves as executive director of Plumia, an innovation lab that aims to build a country on the internet, as featured in TIME Magazine. She was previously Google's managing editor for the future of work, and has led a variety of distributed teams for Google and other clients. Lauren has [written](#) and spoken extensively about borderless work for names such as the United Nations, BBC, Guardian, and Wired. She has also authored [Global Natives](#), which discusses the past, present and future of the digital nomad movement.

UNDERSTANDING PERSONAL VALUES

Successful remote leadership is equal parts science, artform and emotion. To build a work culture that brings out people's full potential, it's necessary to take the time to understand how each person thinks about ideas, interacts with the world, what stifles or blocks them, their personal values and mission, and why they choose to collaborate with you every day. In other words, to build a world-class remote team, you have to care just as much about who people are as what they can do. That's where the magic is.

- Lauren Razavi



Lavinia Iosub

CEO, Livit International
Founder, Remote Skills Academy

in 

Lavinia is the CEO of [Livit International](#) and the founder of [Remote Skills Academy](#). Over the last decade, Livit has helped develop 100+ business ideas and dozens of remote-capable teams. 10+ million people across 60+ countries were reached through projects started in its ecosystem. Headquartered at Livit Hub Bali, the company is one of Asia's Best Workplaces, and has received multiple other distinctions for its leadership and organizational culture. The Remote Skills Academy is an impact-focused education platform that has equipped 10,000+ Indonesians and other youth around the world with digital and remote work skills. Lavinia is also a founding member of [Remote-first Institute](#).

THE KEY TO CONCENTRATION

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 for you, and everyone else.

- Lavinia Iosub



Mandy Franz

Founder and Owner, Make the Leap Digital and Remote Workers Worldwide

in 

Mandy is a speaker, consultant, and ambassador on topics related to personal branding, remote work, and the future of work and living. She regularly [speaks](#) on remote work and also manages the [Remote Workers Worldwide group on LinkedIn](#) including authoring the [Remote Workers Worldwide Newsletter](#) (43K subscribers) featuring stories and insights from industry experts, leaders, and advocates.



Marissa Goldberg

Founder, Remote Work Prep

in  

Marissa founded [Remote Work Prep](#) in 2018 to help companies create awesome remote work experiences. They offer 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



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



Maya Middlemiss

Founder, Remote Work Europe



Maya is the founder of [Remote Work Europe](#), a community with resources for remote workers, digital nomads, expats, and immigrants across Europe. She writes and speaks extensively on future-of-work and borderless business topics, and is an envoy for the Estonian e-Residency program. She has been working remotely since 2000, and has authored several books, including business and [remote work titles](#).

EMBRACE INCLUSIVITY

Recognise that unconscious biases are just that, and you have them too. Actively work to mitigate them by checking in, listening, and making regular adjustments based on feedback. Truly embracing inclusivity takes constant work and attention, but it's worth it, and remote work can lead the way.

– Maya Middlemiss

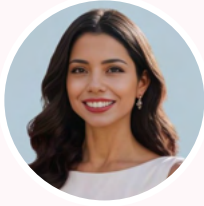


Meghan Biro

Founder and CEO, TalentCulture



Meghan has led conversations about the future of work since 2008, as founder & 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.



Molood Ceccarelli

Remote Work Strategist, Founder and CEO, Remote Forever

in 

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 annual [Remote Forever Summit](#). She helps leaders and entrepreneurs at companies such as H&M and Miro adopt remote and work practices, and has been featured in a number of Forbes, Entrepreneur, Huffington Post articles.



Nadia Harris

Founder, Remote Work Advocate

in  

Nadia is the founder of [Remote Work Advocate](#), the go-to place for companies embracing remote work and individuals willing to work flexibly. She is a remote work trainer and advisor and advocates for companies that foster flexible employment. Nadia is also a founding member of [Remote-first Institute](#), a not-for-profit on a mission to create a space with open-source and expertise knowledge about the remote-first work approach and is the co-founder of [RemoteSchool](#), providing remote and hybrid work courses for professionals.

DOCUMENT EVERYTHING

“Mutual alignment is my best async work tip. If there are no shared collaboration principles, there will be no async work. It's all about determining the expectations of both sides, managing boundaries and of course documenting these properly. If it's not documented - it doesn't exist. So document your team alignment around async work to make sure it can flourish!”

- Nadia Harris



Nick Bloom

WFH Startup Advisor
Professor of Economics, Stanford University

in 

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 at the 2014 Working Families Summit. He gave a [2017 TedX talk on working from home](#), has consulted with 100s of CEOs and managers, and has been covered extensively in national and international media.



Nishchal Dua

Head of Marketing, inFeedo

in X

Nishchal is a remote work advocate and founder of the Remote Work Summit – an annual conference devoted to connecting remote experts from Fortune 500 companies, startups, and agencies to build effective remote teams. He also founded The Remote Life, a remote work program acquired by Airmeet, that brought together professionals, freelancers and entrepreneurs to work, live and travel. Nishchal serves as the head of marketing with multiple early-mid stage tech startups and actively consults on building effective, scalable, profitable marketing strategies.



Pilar Orti

Director, Virtual not Distant

in X 

Pilar supports the work of team leaders and remote workers through the content she creates for [Virtual not Distant](#). She is the host of the [21st Century Work Life podcast](#), which covers a range of aspects of remote work and online collaboration, and she co-hosts [Management Café](#). Her most recent book is [The Remote Worker's Guide to Time Management](#).

ASYNCHRONOUS ANTENNAE

Develop "asynchronous antennae": what conversations happening in real-time should be asynchronous and in the open, to increase their impact? What conversations should be turned into documentation?

- Pilar Orti



Rita McGrath

Founder, Valize
Strategy Professor, Columbia Business School

in X 

Rita is a speaker, Columbia Business School Professor, and author of two business strategy bestsellers among [other books](#). She is the founder of [Valize](#), and is widely recognized as a premier expert on leading innovation and growth during times of uncertainty.



Rob Sadow

Co-Founder and CEO, Scoop Technologies
Co-Founder, Flex Index

in

Rob is the co-founder and CEO of [Scoop Technologies](#), which empowers hybrid employees to make great decisions on how and where to spend their time. He also co-founded [Flex Index](#), the world's most robust source of company approaches to flexible work. He regularly champions remote work, advocating for its role in enhancing productivity and employee well-being and hosts the [Flex Perspectives Podcast](#).

LEADERS NEED TO BE SPECIFIC

“The best distributed team leaders lean heavily towards specificity and structure. Be extremely clear on team goals, norms, expectations, and work habits. It pays huge dividends, and your team will thank you!”

- Rob Sadow



Sarah Aviram

Employee Engagement Speaker and Consultant

in 

Sarah is an international keynote speaker, employee engagement consultant and former Fortune 500 Human Resources leader from companies like PepsiCo and Avon. After working remotely from 12 countries in 12 months in 2019, researching the future of work, she published the best-selling book, [Remotivation: The Remote Worker's Ultimate Guide to Life-Changing Fulfillment](#) and corresponding [workbook](#). Sarah's [TEDx talk](#), "Does more freedom at work mean more fulfillment?" was featured on TED's homepage and has nearly 1 million views.



Scott Dawson

Senior Manager of Client Experience, Intercontinental Exchange

in  

Scott has been working remotely since 1998. He authored both [Handbook for the Modern Worker](#) and [The Art of Working Remotely](#), created and moderated the [#RemoteChat community](#) on X (Twitter) between 2016 and 2021, and developed a companion website for remote workers at [artofworkingremotely.com](#). A web developer and usability experience designer by trade, he also enjoys acting, creating art, and making music.



Shelby Wolpa

Founder, Shelby Wolpa Consulting



Shelby is the former people leader at four venture-backed companies that scaled to unicorn status (Palantir/Instacart/One Medical/InVision) and now advises Series A-C startups on people, culture, and distributed work. Shelby consults with CEOs, people leaders, and venture capital firms who believe people-first cultures power successful companies. Companies work with Shelby when they've raised a financing round and are experiencing stages of high growth. They want advice on what it takes to build a strong people operations foundation, create top-notch employee experiences, and avoid expensive mistakes. Additionally, she advises several people technology startups on their product and go-to-market strategy to accelerate solutions that drive the future of work. Shelby has published a [Free Guide to Remote Work](#).

IF IN DOUBT, REPEAT YOURSELF!

When it comes to communication, here's how I want you to think about it. As a leader, you're in board meetings, leadership meetings, department meetings, and all-company meetings. You'll likely feel like a broken record repeating yourself over and over again ensuring team members are clear on company goals & priorities. If you feel like a broken record, you're doing it right!

- Shelby Wolpa



Sophie Wade

Founder and Workforce Innovation Specialist, Flexcel Network



Sophie is a keynote speaker, workforce innovation specialist, and founder of [Flexcel Network](#) — an advisory service devoted to helping businesses adapt to evolving work environments. Sophie is heavily involved in the future of workplace and distributed talent conversations, and is the host of the [Transforming Work podcast](#). In 2022 she authored the book, [Empathy Works](#).



Soumyasanto Sen

VP, Global Head of HR Transformation and Services, Olympus Corporation



Soumyasanto is a digital strategy and transformation leader and an analyst of future of work. He has been recognized as a top influencer and thought leader in the area of Digital HR, HR Tech, Transformation, People Analytics, and Future of Work. Also, he authored [Digital HR Strategy](#) and is a keynote speaker.



Stella Garber

Co-Founder and CEO, Hoop

in 

Stella Garber is co-founder and CEO of [Hoop](#), the AI-powered to-do list that keeps itself up to date. Previously, she led marketing at Trello for 7+ years, helping build a remotely distributed team and culture. She's an angel investor in 30+ tech startups. Stella is a frequent public speaker on the topic of startups, remote work, and marketing and entrepreneurship.

CREATIVITY IS INDIVIDUAL

Understand that people have different preferences and outlets for creativity. For example, rather than brainstorming on a Zoom call, give individuals a prompt ahead of time so they can brainstorm independently. Research shows this produces diverse and creative outcomes and helps people who may not be comfortable speaking up show off their ideas.

- Stella Garber



Tsedal Neely

Professor, Harvard Business School

in   

Tsedal is an award-winning Harvard Business School professor and author of multiple books including [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.



Wayne Turmel

Master Trainer and Coach, The Kevin Eikenberry Group

in  

Wayne has [authored and co-authored 12 books](#) about working in remote environments over the past 25 years. He has co-founded [the Remote Leadership Institute](#), which offers information, skill-building tools, training, and resources to help leaders and teams succeed in a virtual workplace. He works as a master trainer and coach for the [Kevin Eikenberry Group](#) helping remote workers and leaders to thrive.



Remote Enablers

Remote Enablers are those who have made it their mission to develop tools for remote working, coach, train, and consult people and businesses to transition to a remote work setting. They are the gears that keeps the remote work engine running day by day. Without these influencers and their knowledge, remote work would be just a blurry vision. As their tools and approaches enable us to develop and support distributed teams daily.



Remote Enablers are tenacious & hyper-focussed. They're both listening to and driving the developments & changes in our space. Whether you're an individual transitioning to remote, a manager looking to boost team cohesion & productivity, or a senior leader looking to grow: Remote Enablers facilitate it all.

Chris Cerra

Enabler Judge



Introducing the top 50 Remote Enablers of 2024:



Adam Nathan

in X

Co-Founder and CEO, Almanac
Founder and CEO, Blaze

Adam is passionate about elevating how people work, and making that knowledge a low-cost resource everyone can use to succeed. He is the CEO of [Almanac](#), an operating system for distributed work. He also founded [Blaze](#), an AI tool that helps teams of one create content in their unique brand voice.



Amir Salihefendić

in X

Founder and CEO, Doist

Amir is a CEO of [Doist](#), a fully distributed, remote company that creates productivity tools. He is also a creator of [Todoist](#), an online task management app and to-do list. He has written many blogs on remote work.



Andrea Valeria 📖

in X @ 🌐

Remote Work Specialist and Digital Content Creator, ItsATravelOD

Andrea is a Remote Work Specialist providing digital content to inspire and teach people how to land their first remote jobs, as well as resources like a remote job directory and an online course. She has built a [remote job directory](#) and has [free video training](#) on methods to land your first remote job. She is also a published author of [So You Want to Vlog?](#)



Andreas Klinger

in X 🌐

Investor, Remote First Capital

Andreas is a globally-active first-check/first-round investor, having participated in 90+ deals including Remote, Lumalabs, Fly.io, and Acquire. Previously, he was founding team and CTO of Product Hunt; VPE of CoinList; Head of Remote at AngelList; and CTO at On Deck.



Barbara Covarrubias Venegas

in 

Founder, #virtualspacehero

Barbara, an international keynote speaker and entrepreneur, is dedicated to new ways of working and learning, positive leadership, and overall organizational culture. With a background in research, she analyzes successful companies and hybrid teams, drawing on her experience leading global virtual teams since 2010. As the founder and managing director of [Virtual Space Hero](#), Barbara combines evidence-based tools with practical approaches in her speeches and consulting work, sharing insights through [books and publications](#).

FOSTERING INTERNATIONAL TRANSPARENCY

Champion ‘intentional transparency’. This means going beyond just sharing updates; it's about opening up the lines of communication to include the 'why' behind decisions, the challenges we're navigating, and the broader vision we're all working towards. [This builds trust, fosters a strong team connection, and ensures every member feels valued and understood, irrespective of the physical distances between us. This approach encourages open dialogue, invites diverse perspectives, and cultivates a culture where feedback is not just welcomed but is seen as essential for growth and innovation.

- Barbara Covarrubias Venegas



Beckie Jones

in 

Co-Owner and Chief Commercial Officer, Reef

Beckie is the CCO at [Reef](#), an app that connects remote and hybrid individuals and teams with laptop-friendly places where they can book in and work from. She consistently advocates for remote work on LinkedIn and has extended her outreach to TikTok, where she continues to promote the benefits and aspects of remote working.



Brianne Kimmel

in  

Founder, 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 a flexible, modern workplace. She is also an investor in 20+ start-ups.



Carlos Escutia

Founder and CEO, GroWrk

in 

Carlos is the founder of [GroWrk](#), an enterprise technology equipment management platform for globally distributed teams. The GroWrk platform unifies asset procurement, visibility, lifecycle management, security, and process automation across IT, allowing companies to optimize resources, compliance, experience, and technology spend in over 150 countries seamlessly. It also publishes [The Remote Times](#) newsletter.



Chris Herd

Founder and CEO, Firstbase

in 

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



Danielle Farage

Expert on Gen Z Corporate Talent

in 

Danielle is a top voice and digital nomad, [speaking regularly](#) about the Gen Z generation and their impact on the future of work. For the past 3 years, Danielle has worked in the HR technology industry helping organizations navigate challenges posed by the pandemic, widening skills gap and mental health epidemic. She publishes [The Snowflake Generation](#) newsletter on LinkedIn.

RECOGNIZING AND REWARDING YOUR REMOTE TEAM

“One question I suggest for managers to ask in their 1-on-1s is: ‘In what ways are you not currently being evaluated, that you'd like to be?’. This not only serves as an invitation to share what areas this person might be working extra hard, but creates an opportunity to recognize them for those actions and be celebrated for them. Finally, creating that invitation also builds their trust that they will be recognized and rewarded for any additional contributions to the organization, outside of their current job description.”

- Danielle Farage



Darren Buckner 📖🎤

in X 🌐

Co-Founder and CEO, Workfrom
COO, Remotely Studio

Darren is a remote work pioneer, and he created [Workfrom](#), a virtual coworking space, in 2014. His mission is to remove the distance between people working remotely. He is also the COO of [Remotely Studio](#), a post-production service designed for remote workers.



Dethra Giles 🎤

in 🌐

Chief Human Resources Officer, ExecuPrep

As the CHRO at ExecuPrep, Dethra specializes in guiding individuals, especially in the remote work era, from aspirations to concrete achievements. With expertise in HR and executive coaching, she's a trusted partner for those navigating the professional landscape. She also hosts the [Happily Ever Employed](#) podcast, where she shares simple and successful career ideas.



Gary A. Bolles 📖🎤

in

Chair for the Future of Work, Singularity University

Gary serves as the 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 also authored [The Next Rules of Work](#) and is a frequent lecturer on the future of work and the future of learning.



Godspower "Geo" Eseurhobo 🎤

in X

Program Tech Product Manager, CLEAR Global
Founder, AfriSplash Remotely

Geo is a Future of Work and DEI advocate building the [gateway to Africa's remote workforce](#) by harnessing the power of community and technology to promote African talents on the global stage. Geo is currently driving technological initiatives to champion language inclusion for all through language technology & AI as a program tech PM at [CLEAR Global](#) (formerly Translators without Borders). His experience with product strategy and execution cuts across SaaS & AI solutions in the Edtech, Fintech, HRtech, and language technology space.

PRIORITIZE CLARITY IN COMMUNICATION

In an async setup, a lot of communication happens via documentation or predominantly text-based communication systems, [which makes it] very important to give attention to the tiny details to avoid misunderstandings and miscommunications. Leveraging emojis to show tone and urgency while ensuring context to what's being communicated to ensure nothing gets lost in translation. This can be done through supporting communication via Slack huddles, loom video, TL;DV summaries, and other tools available to stream communication and drive clarity.

- Godspower "Geo" Eseurhobo



Gregory Galant

Co-Founder and CEO, Muck Rack

in 

Gregory is the co-founder and CEO of [Muck Rack](#), the public relations management platform that enables thousands of organizations, including Google, Golin, and Duolingo to find the right journalists to pitch, report on media coverage, and prove the value of their work. He is also the co-creator and executive producer of The Shorty Awards, which honors the best in social media. In 2021, Greg founded The Work Remotely Forever Pledge, a commitment by business leaders who promise not to force their employees to work from an office. Since launching, more than 75 companies have signed on.

BUILD A REMOTE WORK CULTURE THAT FOSTERS CONNECTION

You have to invest in your distributed work policy for it to be successful. If you think about it in a temporary way and don't put resources behind it, it ultimately will not work. You also have to prioritize virtual and in-person connections. Just because there's no physical office doesn't mean you can't cultivate camaraderie and collaboration. Make a concerted effort to organize virtual gatherings and in-person offsites at both a company and team level to foster meaningful connections among colleagues.

- Gregory Galant



Ho Yin Cheung

Founder and CEO, Remo

in X

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



Ivan Zhao

Founder, Notion

in X

Ivan is a founder of [Notion](#), an application that provides remote first companies and digital nomads with an all-in-one virtual workplace.



Jakob Knutzen

Co-Founder and CEO, Butter

in X

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

REMOTE CULTURE TIP

Ensure that you have a culture of high psychological safety – make sure that people can ask what's on their mind.

– Jakob Knutzen



Jessica “JJ” Reeder

Director of Remote Organizational Effectiveness, Upwork

in X

JJ is the Director of Remote Organizational Effectiveness at [Upwork](#), where she's working to develop new models for flexible, global distributed team operations. JJ is a 2024 master's candidate in IO Psychology at Harvard Extension, where she's applying traditional best practices to the new world of remote work. She has been working remotely since 2006 and will always be a staunch advocate of distributed work best practices. JJ and Darren Murph developed a free Coursera track on the fundamentals of [How To Manage a Remote Team](#).

ADVICE TO REMOTE MANAGERS: CROSS-CULTURAL COMMUNICATION

Managers of remote teams need to become expert communicators. If there's one thing you should study soon and often, it's cross-cultural communication. Unlock the secrets of how and why people communicate differently across cultures and contexts, and you'll rapidly improve your ability to build relationships and connect with colleagues - including in virtual spaces.

- Jessica "JJ" Reeder



Joe Thomas

Co-Founder and CEO, Loom

Joe is a founder of [Loom](#), a remote work messaging platform and was named on the Forbes 30 Under 30 Enterprise Technology list in 2018. He is a strong believer of the remote work model.

in



Jonny Cosgrove

Founder and COO, Cleft

Jonny promotes next-generation ways of working. He spent the last decade working with distributed teams in Fortune 500 companies, using spatial computing and virtual reality to collaborate. Jonny founded [Cleft](#) in 2024, focused on developing accessible software for the neurodiverse and people who think differently. Cleft has recently launched their voice-first AI digital notebook, for those who find talking easier than typing.

in

REMOTE WORK BENEFITS FOR A DIVERSE WORKFORCE

Make your workplace a safe and open place for those who are neurodiverse. Make your managers and teams aware of what neurodiversity is, and what it isn't.

- Jonny Cosgrove



Joshua Zerkel

in 

Head of Global Engagement Marketing (Community), Asana

Joshua is the head of global engagement marketing (community) at [Asana](#). Before joining Asana, Josh was Evernote's director of global customer education and community. He is also the founder of Custom Living Solutions, one of the Bay Area's premier productivity and organizing consulting firms.



June Bolneo

in  

Founder and CEO, WorkRemote

June is the founder and CEO of [WorkRemote](#), a social media platform for remote workers that provides resources and training to remote job seekers, freelancers, and small business owners. She is a remote work advocate, providing remote work training and consultancy to a variety of other companies. She is also one of the founding members of [Grow Remote](#), a not-for-profit organization based in Ireland, whose mission is to make remote work available and accessible for anyone and everyone.



Justin Harlan

in 

Managing Director, Tulsa Remote

Justin is the managing director of [Tulsa Remote](#), a program honored on Fast Company's prestigious list of the World's Most Innovative Companies for 2022, which recognized its unique approach to attracting remote workers to Tulsa, Oklahoma and promoting economic development in the city. He has represented Tulsa Remote at international conferences like Web Summit, Collision Conference, and SXSW where he has shared the power of the program's community-building efforts and the benefits of remote work.

VISION IS VITAL

Clear is kind. By sharing your vision and setting clear expectations up front, employees are empowered to tackle their problem or project on their own time and at their own pace, in a way that unlocks their own unique magic.

- Justin Harlan



Kaleem Clarkson

Chief Operating Officer, Blend Me

in X

Kaleem is a remote work advocate, people operations professional, and speaker. He is the chief operating officer of [Blend Me, Inc](#), a remote people operations consultancy that helps start-ups and small businesses transform into high-functioning remote or hybrid-remote workplaces. With nearly 20 years of strategic operations and event planning experience, he helps leadership implement people operations solutions that increase productivity and engagement for both internal and external stakeholders. He is passionate about work-life integration and maximizing [The Remote Employee Experience \(TREE\)](#).



Laila von Alvensleben

Remote & Hybrid Work Consultant

in

Laila is a globally renowned expert in flexible work. Since 2014, she has collaborated with distributed companies as a designer, facilitator, and leader in people operations and culture. She supports organizations to scale collaboration, improve employee experience, and curate engaging company events. Her [expertise](#) is regularly featured in publications, podcasts, and conferences focused on new ways of working.



Laurel Farrer

Founder and Owner, Distribute
Future of Work Consultant, Zoom

in

Laurel founded [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 an internationally-renowned remote work expert, specializing in operations management, and has been pioneering the future of virtual organizational development since 2006.



Lauren Pasquarella Daley

Distributed Work, Leadership and Wellbeing Expert

in X

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. She is also a research partner at [The Work Innovation Lab](#), a think tank by Asana that helps businesses evolve today to meet the growing changes and challenges of the future of work.



Liam Martin

in 

Co-Founder, Time Doctor
Co-Organizer of the Running Remote Conference

Liam envisioned remote work more than a decade ago. Liam is the co-founder and CMO of [Time Doctor](#), one of the most popular time tracking and productivity software platforms in use by top brands today. He is also a co-organizer of the [Running Remote Conference](#) and authored [Running Remote: Master the Lessons from the World's Most Successful Remote-Work Pioneers](#).



Libryia Jones

in  

Founder, Quit Commuting
Client Director and CEO, Amplifi

Libryia has been rightly dubbed the "Remote Work Queen" because of her tireless efforts to educate on the various types of remote work and assist with acquiring remote work. She is the client director at Amplifi and the founder of [Quit Commuting](#) which has resources, events, and a community that help individuals quit their commute so they can do great work from anywhere. She regularly provides tips on finding, interviewing, and obtaining remote jobs.



Lisa Mills

in 

Founder, Work at Home Mom Revolution

Lisa is the founder of [Work at Home Mom Revolution](#), a company that helps mums find remote and flexible work from home. She also wrote and published an ebook based on her home-based career, how to [Jump-Start Your Work at Home General Transcription Career: The Fast and Easy Way to Get Started](#).



Lona Alia

in 

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 and is interested in building teams that people want to be a part of and companies with a mission that is greater than just making money.

CLARITY VS. SPEED

“Prioritize clarity over speed. In asynchronous work, well-thought-out communication is the key to efficiency and understanding.”

- Lona Alia

**Marion Balandra**

in

CEO, Meridian Remote Team
CEO, Star Mars Tech

Marion is the CEO of [Meridian Remote Teams](#), a 24/7 omni-channel remote team dedicated to supporting clients' customers. She is working to build remote teams for ethical brands and is contributing to empower women to support women-led and women-owned brands across the world. She is also the CEO of Star Mars Tech.

**Michelle Coulson**

in

Chief Remote Rebel and Founder, Remote Rebellion

Michelle is the founder of [Remote Rebellion](#), where she helps hundreds of remote job seekers to get a fully remote job in companies that align with their values and live the lifestyle they want. She's often traveling and can be found writing and speaking around the world about remote work.

BUILD A FOUNDATION OF TRUST

“If you've hired someone to do a job, trust them to do it in a way that works best for them and the team. Your way may not work for them.”

- Michelle Coulson



Mike Adams

Founder, Executive Chairman and Head of Growth, Grain

Mike has founded [Grain](#), a communication platform for teams to turn every daily video call into shared team knowledge, and currently serves as executive chairman.



Mine Dedekoca

Founder, Happy Work Studio

Mine is the founder of [Happy Work Studio](#), an organization 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.



THE IMPORTANCE OF STAYING CONNECTED

To build a more inclusive workplace culture in a remote team, leaders should be genuinely interested in understanding and addressing the needs of their team members. This involves actively asking questions and regularly scheduling one-on-one meetings to discuss any concerns, aspirations, or feedback. By showing genuine interest and willingness to listen, leaders can create an environment where everyone feels valued and heard, irrespective of their location. This approach not only helps in addressing individual needs but also fosters a sense of belonging and inclusion, making the remote workplace a more supportive and welcoming space for all.

- Mine Dedekoca



Mita Carriman

CEO and Founder, Adventurely

Mita is the CEO and founder of [Adventurely](#), a company backed by Google and Backstage Capital that helps remote workers and digital nomads seek inspiring work from anywhere experiences around the world.



THE BENEFITS OF REMOTE WORK ARE UNDENIABLE

Remote workers consistently demonstrate their ability to exceed productivity benchmarks, all while enjoying a heightened quality of life. Employers who hesitate at a minimum to adopt a hybrid work week not only stifle innovation but also miss out on empowering their workforce and optimizing their budget. It's time for businesses to recognize the undeniable benefits and seize the opportunity to thrive in this new era of work.

- Mita Carriman



Monica Kang

2023 Remote Influencer Report Judge

in

Founder and CEO, InnovatorsBox®

Monica is the founder and CEO of [InnovatorsBox®](#), which specializes in building company cultures and leaders who thrive. She also wrote [Rethink Creativity: How to INNOVATE, INSPIRE, and THRIVE at WORK](#) and hosts [two podcasts](#). 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.

COMMUNICATE WITH CARE AND THOUGHTFULNESS

When information is received online, sometimes the tone and intention can be missed. Miscommunication can build rapidly and accelerate stress and unintended doubt created. People want to be trusted and supported and know that you have their back. Try to communicate as much as you can to reduce any miscommunication and multiple email exchanges. Yet, try to not overwhelm so that it's too hard to digest and make the reader hit pause to read it later. Making this a routine and habit takes a bit of effort but it would save so much more later. You'll make your team and yourself feel seen and understood.

- Monica Kang



Nacho Rodríguez

in X

Founder and CEO, reepeople

Nacho is the founder and CEO of [reepeople](#), a company driving positive socio-economic transformation in the Canary Islands by embracing distributed work opportunities. He has also founded a variety of remote work-focused organizations, like [NomadCity](#) and [Workincholas](#). Nacho is a well-known innovator in the digital nomad space and the ambassador of remote work on the Gran Canaria island.



Nathan Aguilera

Founder, Gay Digital Nomads

in

After running a six-figure food publication with a fully remote team for the past 8 years – all while traveling the world – Nathan recognized the lack of resources tailored for LGBTQ+ digital nomads. He is now bridging the gap by providing a dedicated hub for the remote LGBTQ+ community through [Gay Digital Nomads](#). He has also founded [Foodie Flashpacker](#), a food-focused travel site whose mission is to help readers find the best of where and what to eat around the world.

CLEAR PROCESS SAVES HEADACHES

Standard Operating Procedures or 'SOPS', (specifically video SOP's) have been our life saver. As team members come and go or take on different roles having solid SOP's in place make it easier for new members to quickly step into their roles with confidence.

- Nathan Aguilera



Nginda Nganga

Co-Founder, ToffeeTribe

in X

Nginda co-founded [ToffeeTribe](#), a platform for remote workers to find co-working spaces, workations, and remote jobs. Being a champion of remote work, Nginda regularly shares remote work opportunities, provides tips for job seekers, and creates a wealth of knowledge for people looking to work remotely.



Reisy Abramof

Founder and CEO, Trabajando Remoto

in X

Reisy is the CEO and Founder of [Trabajando Remoto](#), connecting Latin American talent to remote opportunities worldwide. She empowers Latinos to expand their professional opportunities beyond their geographical border by offering them free masterclasses, courses, tools, and remote work opportunities around the world. Reisy has also supported 1000+ people transition to remote work lifestyle through 1:1 calls, emails, hosting webinars, and writing for [Remote Year's blog](#).



Sahin Boydas

Head of Distributed Teams, Gusto

in 

Sahin has built and managed remote teams for over a decade. As CEO and founder of RemoteTeam, he worked to solve HR and operational problems related to remote work. [Gusto](#) acquired RemoteTeam in 2021, and he's currently working on distributed team products at Gusto.

ENJOY LEARNING CULTURE DIFFERENCES

“Prioritize accessibility and flexibility in your communication and work processes. Recognize the diverse needs and backgrounds of your team members by offering various ways to contribute and participate. Encourage and facilitate inclusive activities and discussions that allow for equal participation. Regular feedback loops and sensitivity training can also help identify and address any inclusivity issues.”

- Sahin Boydas



Sara Sutton

Founder and VP, FlexJobs

in 

Sara has written articles and been interviewed on remote work many times. She is known as the 'Queen of Remote Work', who founded [FlexJobs](#) to help evolve workplaces to better adapt to remote and flexible working approaches. She is considered a pioneer and long-time leader in the expansion of remote and flexible jobs.

EASY DOESN'T EQUAL URGENT

“Be wildly aware of what is urgent (and deserving of a Slack message or email) and what can wait (and be discussed during your next scheduled meeting). While it's easy to send a Slack message or email for any topic that comes to mind, the disruption of those can become constant. So if it can wait until your next scheduled meeting to discuss, simply put it on that agenda and don't worry about it until then.”

- Sara Sutton



Srivatsan Padmanabhan

Co-Founder and COO, GoFloaters

Srivatsan has been a vocal remote work advocate since 2018. His startup [GoFloaters](#) primarily serves companies that are remote-first by helping find workspaces and meeting rooms that can be booked instantly.

[in](#) 



Tammy Bjelland

Founder and CEO, Workplaceless
Hybrid Work Specialist, NetApp

Tammy is a workplace flexibility specialist who guides individual contributors, leaders, and teams in adopting innovative work methodologies. In 2017 she founded [Workplaceless](#), an award-winning training company that supports organizations worldwide in building the capabilities needed to thrive in flexible, digital-first environments.

[in](#)  



Tracy Keogh

Co-Founder, Grow Remote

Tracy is the co-founder of [Grow Remote](#), an Irish organization promoting remote work as a tool for community development.

[in](#) 



Valentina Thörner

Founder, RemoteThatWorks
Head of Product Excellence, ZF Group

Valentina founded [RemoteThatWorks OÜ](#), which specializes in realigning remote work guidelines and mentor managers to become effective leaders in a distributed environment. She has a track record of [supporting executives](#) and people managers as they navigate their remote reality. She is among the 15 founding members of the [Remote-first Institute](#) and is currently Head of Product Excellence at ZF Group.

[in](#)  

DON'T BE AFRAID TO SHOW VULNERABILITY

The key ingredients here are visibility and vulnerability, both starting from the top. Visibility means that you highlight and support differences through real policies and practices, easy to find, and promoted where needed. Visibility also means that you actively work on creating a diverse leadership team, adapting your processes so they feel welcoming to candidates that don't look like you. Vulnerability means that members of the leadership team bring their whole self to work and don't have to hide when they are members of the LGBTQ+ community, caregivers, neurodivergent, different. It makes it safe for others to also stand by their differences. And it's those differences that create a strong and innovative team.

- Valentina Thörner

**Vanessa Wainwright** 📖

Founder and CEO, abodoo

Vanessa is a [remote working skills](#) tech entrepreneur. She founded [abodoo](#), an AI skills platform solving the global digital and green skills gap. Her passion is democratizing access to education and opportunities, ensuring no one is left behind. She works with the European Commission, higher education, and corporations to future-proof and reverse skills shortages. With over a decade of leading remote teams, she is an all Ireland top 100 Female Entrepreneur, and author of [Your Company with no Walls](#).

in X

INCLUSIVITY STARTS AT THE TOP

My top advice for [remote managers] is to prioritize clear communication and foster a culture of inclusivity. This involves regular check-ins with team members to ensure everyone feels valued and heard, regardless of their location. Encourage open dialogue, actively listen to diverse perspectives, and utilize technology to facilitate collaboration. Additionally, provide opportunities for skill development and training tailored to remote work environments, ensuring all team members have the resources they need to thrive.

- Vanessa Wainwright

**Wade Foster** 🎤

Co-Founder and CEO, Zapier

Wade is a co-founder 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.

in X



Remote Accelerators

Remote Accelerators are the catalyzers of remote work. They are the ones who lead people and businesses into the remote working model of the future. Most of them are HR leaders or executives who embrace the remote model, while others among the Accelerators are business journalists and bloggers who influence decision makers. The way they share their vision is contagious – their words carry heavy influence. They're able to take people with them as they go. Thanks to them, the permanent shift to remote work is becoming a reality for people around the globe. These influencers listen to Innovators and use the tools created by Enablers to – true to their name – accelerate change in the long term.



Remote work will look different in the future and will look and feel different for different organizations, but the future is flexible. These influencers have galvanized conversations and provided not only insights, but at the same time provoke the right questions to help us all find better answers to the future of work.

Ester Martinez

Accelerator Judge



We are happy to showcase this year's top 50 Remote Accelerators:



Aled Maclean-Jones

Founder and CEO, Ashore

Aled is the founder and CEO of [Ashore](#), a pioneering service that enables businesses and employees to reserve short-term stays in holiday homes tailored for work, in the UK - specifically designed for productive and creative work.

in 



Alex Hernandez

Co-Founder, Jobgether

Alex is the co-founder of [Jobgether](#), a job board for flexible and remote jobs. He speaks and writes about the benefits of remote work, and frequently shares his experience transitioning from in-office work to his current life as an entrepreneur in a global remote work environment.

in



Alexander Westerdahl

VP of HR, Spotify

Alexander is VP of human resources at [Spotify](#). He speaks regularly about remote work on various outlets and podcasts. Spotify announced its "[Work From Anywhere](#)" program that allows employees to work from an office, at home or in a co-working space.

in



Ali Greene

Co-Founder, Remote Works Book

in

Ali Greene is the co-author of [Remote Works: Managing for Freedom, Flexibility, and Focus](#) (#1 New Release in Organizational Change and Business Management Science), published by Berrett-Koehler Publishers and distributed via Penguin Random House internationally. With a decade of remote work experience at distributed organizations like DuckDuckGo and Oyster, her mission is to empower people and companies, helping them thrive by making work (and life!) better. Ali has been recognized in the industry as a previous Remote Influencer Report "Remote Accelerator" as well as a "Must-Follow Remote Work Expert." Ali believes flexible, distributed work (when done right) has the potential to change the world, something she advocates for in her writing, speaking, and workshops. She provides a [database of free remote working resources](#), including podcast features, newsletters, and downloadable content.

ALI'S BEST ASYNC WORK TIP: OALYWEN

In our book, Tamara Sanderson and I discuss our favorite async tip: OALYWEN (The Only Asynchronous Lesson You Will Ever Need). At its core, it's a lesson in setting clear, explicit expectations around communication. You will want to set norms and cadences for communication around who is responsible, what the context is, and when a response is required. It sounds simple, but you would be surprised at how much smoother communication can be when you focus on these basics, saving everyone some stress from that dreaded Slack ping, "Hey, can we jump on a quick call?" or trying to figure out the definition of EOD.

- Ali Greene



Anna Whitehouse

Founder, Mother Pukka

in 

Anna is a journalist, [author](#) and broadcaster with a focus on flexible working. She runs [#flexappeal](#), a campaign to fight for flexible working for everyone.



Annie Dean

in 

Global Head of Team Anywhere, Atlassian

Annie is the Global Head of Team Anywhere at Atlassian, where she is responsible for the 11,000+ person company's shift to a distributed work model. They recently published [Lessons Learned: 1,000 Days of Distributed at Atlassian](#), a free report for leaders of distributed teams. Annie oversees the Real Estate and Workplace Experience teams and the Team Anywhere Lab, a dedicated group of behavioral scientists focused on designing and validating evidence-based ways of working. Most recently, Annie was Meta's first Director of Remote Work, where she created and led a portfolio of future of work strategies. As a globally recognized expert on remote and flexible working, Annie's work has been featured by The New York Times, The Wall Street Journal, and Fast Company.



Baptiste Benezet

in 

Co-Founder, Teambakery

Baptiste is the co-founder of [Teambakery](#), a company that helps companies manage remote and hybrid work challenges by delivering various types of training for managers. They focus on group work and experience sharing and work with larger groups. He is also a host of the French podcast, [Learning By Doing](#).

CREATE A SAFE SPACE

“Create a safe place to have regular ‘how to work together as a team’ discussions.”

- Baptiste Benezet



Ben Marks

in

Founder and Executive Director, #WorkAnywhere

Ben is leading the [#WorkAnywhere](#) campaign, a movement that is bringing together politicians, business leaders, and academics to drive policy development to protect the mental health and well-being of digital workers, as well as exploring solutions for other issues.



Ben Brooks

Founder and CEO, Pilot

[in](#) [X](#) [Globe](#)

Ben founded the career management tech platform [Pilot](#), a software-based employee coaching platform that helps empower employees to own their careers and actively shape their experience at work. He was also named as a top 100 HR Tech influencer.



Cali Williams Yost

Founder and CEO, Flex Strategy Group

[in](#) [X](#)

Cali is a leading authority on remote and hybrid work. Among being a visionary workplace futurist, strategist, and keynote speaker, she has also authored various publications including [Work + Life](#) and [Tweak It: Make What Matters to You Happen Every Day](#). She 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 and publishes a newsletter called [The Now & Next of Work](#).

RESIST TOP-DOWN DICTATES WHEN POSSIBLE

Resist those top-down dictates, and involve teams in defining the ‘how, when and where’ parameters within which they will operate. It gives them a voice, even if they don’t have the final say, and gets everyone on the same page.

- Cali Williams Yost



Cassidy Johnston

Chief of Staff, Radius

[in](#) [Globe](#)

Cassidy is an outspoken advocate for remote work. Despite acknowledging challenges for both employees and managers, she advocates for a system prioritizing worker happiness and satisfaction, ultimately boosting business productivity. Drawing from personal experience of working remotely in 14 countries, she encourages others to explore work-and-travel programs - like [Work Away](#) - for a more fulfilling lifestyle beyond the conventional office setup.

BEING AGILE & INNOVATIVE ARE KEY TO EVOLUTION

To lead a remote team, it's necessary to be agile and innovative. Involve your team in decision-making by asking for input, testing, iterating, getting feedback, and improving. Your team is in the trenches and often has the best solutions for the challenges you face.

- Cassidy Johnston



Chase Warrington

2023 Remote Influencer Report Judge



Head of Remote, Doist

As head of remote at [Doist](#), an award-winning task management app, Chase is responsible for maintaining and improving our remote work infrastructure and best practices, as well as advocating for the future of work. Chase is a renowned expert in remote work, the employee experience, and asynchronous communication, recognized globally for his insights. His work has garnered attention from prestigious media outlets including [Forbes](#), the BBC, and [World Economic Forum](#). Additionally, he hosts the podcast "[About Abroad](#)."

OPTIMIZE HOW YOU WORK TOGETHER

“We tend to equate a strong team culture with a team that builds personal bonds outside of their work. Don't get me wrong, connecting with teammates on a personal level can be an important component of culture. But over my years at Doist, I've come to realize that team culture and human connection is primarily built by how you work together – not how you socialize together. The proverbial Zoom happy hour may be a nice touch, but don't overlook the power of optimizing how we work together and the positive effect that can have on culture and connection.”

- Chase Warrington



Claudia Crummenerl



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

Claudia is an expert in the 'people perspective' of digital, regularly speaking on topics like how leadership in the digital age is evolving; how talents and workforce transform through automation and AI; and how to engage with employees during the transformation process.



Darcy Marie Mayfield



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

Darcy is a culture architect and remote experience designer. She believes that we all have the power to create a better world and live the lives of our wildest dreams when building flexible work experiences that create a profitable win-win for all stakeholders. After 9 years working in distributed startups such as Airbnb, TaxJar and Stripe, she now consults series A-C companies on how to make remote work work for them. She has written [The S.H.I.F.T System](#), a step-by-step guide on strengthening remote work culture and engagement, developed for the agility and flexibility of remote-first startups & SMBs.

THE IMPORTANCE OF SELF-REFLECTION

“Before you instruct your team to do *anything*, look in the mirror. What struggles have you faced working remotely? Your team probably feels the same way you do. Start with learning how to manage your own #remotelife and share your learnings with your team. You'll be amazed how many people will thank you for it and how much more permission your team will feel to harness their own remote work life, leading to a stronger culture of engagement and trust.”

- Darcy Marie Mayfield



Dominic Price

Work Futurist, Atlassian

in X 

Dominic has been a work futurist at [Atlassian](#) for over 7 years, specializing in evolving team dynamics and work practices in response to rapid innovation and competition. He plays a key role in shaping a culture of innovation and creating adaptable, autonomous team structures. Price's focus is on sharing Atlassian's learnings and tools globally to influence the future of work. He [writes and speaks](#) regularly on the future of work.

TOP TIP FOR REMOTE TEAMS: SOCIAL CONTRACTS

“Invest in building a social contract of HOW you're going to work effectively together, and review it regularly.”

- Dominic Price



Elvira Tibboel-Clemens

Recruitment and HR Business Partner Consultant

in 

Elvira is a location-independent Dutch entrepreneur and has been working remotely since 2016. She is an advocate of location-independent work and its impact on job satisfaction. She works as a freelance recruiter and [remote work advisor](#).



Emma Jacobs

in 

Features Writer, Financial Times

Emma is a [features writer at the Financial Times](#) where she writes features with a particular focus on work, changes in the workplace and office life. Previously, at the FT, she was the co-author of the satirical column, Work Tribes, and edited features and UK news, as well as worked on FT.com's companies, markets, and world desks.



Hailley Griffis

in  

Head of Communications and Content, Buffer

Hailley is the head of communications and content at [Buffer](#). She [writes](#) about remote work, public relations, and career progress and has been published in Fast Company, Built In, The Next Web, Time Magazine, Entrepreneur, and The Huffington Post. She speaks regularly on the topics she writes about, and is also co-host of [MakeWorkWork](#), a podcast about career growth, doing creative work, and striving to be better. For the last 5 years, she has produced a [State of Remote Work](#) report.



Heather McGowan

in  

Future of Work Strategist and Consultant
Board Member, ImpactEleven

Heather is a future-of-work strategist and an [internationally recognized keynote speaker](#) who helps leaders prepare their people and organizations for the Fourth Industrial Revolution. She has provided keynote addresses for companies like Siemens, Microsoft, and The World Bank. Often quoted in the media, [notably in the New York Times](#), Heather serves on the advisory board for [Sparks & Honey](#), a New York-based culture-focused agency looking to the future for brands. She has published a [variety of books](#), and is also a Forbes contributor.



Jason Averbook

in

Senior Partner and Global Leader of Digital HR Strategy, Mercer

As a senior partner and global leader of digital HR strategy at Mercer, Jason helps organizations realize the true value of their workforce and the impact that workforce has on business outcomes. He's a recognized analyst, thought leader, and keynote speaker on the topics of human resources, the future of work, and the role of technology in shaping the workforce of tomorrow. He has also authored two books: [HR from Now to Next](#) and [The Ultimate Guide to a Digital Workforce Experience](#).



Jesse Chambers

in

Founder and CEO, wrkfrce

Jesse is a founder, operator and passionate remote work evangelist. He founded [wrkfrce](#), the first and only digital media brand dedicated to people who work remotely and the businesses that employ them. The motto of wrkfrce is: design your career around your life [not vice versa].

REDESIGNING OUR WORKING LIVES

“As the founder and CEO of wrkfrce, I know that when we design our careers around our lives – and not vice versa – we are more productive and more fulfilled. That is our purpose at wrkfrce. To question the inherited wisdom that the only way to work is in an office from 9 a.m. to 5 p.m. And to help people and businesses realize their full potential by shedding the tyranny of location.

– Jesse Chambers



Jessica Davies

in 

Managing Editor, Digiday Media

Jessica is a 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

in

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. She speaks regularly on remote work, entrepreneurship, and scaling small businesses.



Juliana Rabbi

in 

Career Coach and Mentor

Founder, Juliana Rabbi - Career Consultancy Online

Juliana is a career coach and mentor with +15 years of experience as a recruiter and +7 years working remotely. As a former recruiter, she helps professionals with +10 years of experience to land remote jobs faster. She is also an international keynote speaker on landing remote jobs, the future of work, and recruiting.



Leah Knobler

VP of People, Help Scout



Leah has been working remotely for over 7 years and helped build the 170 170-person, fully remote team as VP of People at [Help Scout](#). She frequently shares useful content on LinkedIn and [speaks](#) on remote work recruiting and hiring best practices, culture, and diversifying tech.



Lisette Sutherland

Director, Collaboration Superpowers



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](#), consultant, podcaster, and published author of [Work Together Anywhere: A Handbook on Working Remotely—Successfully—for Individuals, Teams, and Managers](#).

ESTABLISH A COMMON LANGUAGE FOR TEAM UNITY

“Successful communication requires consistent, intentional effort. Take the time to create an agreement outlining basic communication protocols (tools, response times, security, etc). Remote and hybrid teams often consist of individuals from varied cultural and professional backgrounds, each with their own communication style. A team agreement helps establish a common language and approach, ensuring everyone is heard and understood.”

- Lisette Sutherland



Liz Burow

Director of Workplace Design Strategy, Google



Liz was recognized as a top 2020 LinkedIn Top Voice, and is currently the director of workplace design strategy at Google. In her role, she helps evolve Google's workplace environments and experiences for the future of work. She is the former VP, director of workplace strategy at [WeWork](#), and she's focused on reimagining office space with inclusion, social distancing, authenticity, and parity in mind.



Lolly Daskal



CEO and Founder, Lead From Within

Lolly is the author of [The Leadership Gap: What Gets Between You and Your Greatness](#), is the president and founder of [Leading From Within](#), and regularly [writes](#) about leadership in remote work. She brings expertise to her work that is grounded in behavioral and psychological principles along with 30 years of experience. She co-hosts the [IN THE HOUR PODCAST](#) which provides practical tools and insight on creating the kind of future you want to see.



Lorraine Charles



Founder and Executive Director, Na'amal

Lorraine Charles is a social entrepreneur and a researcher. She is the founder and executive director of [Na'amal](#), which links forcibly displaced people with remote work opportunities. She is the digital solutions specialist for Finn Church Aid and a consultant at the International Labour Organization. Lorraine is also a research associate for the Centre for Business Research, University of Cambridge and hosts the [Voices of Resilience](#) podcast.

THE IMPORTANCE OF EQUITY IN REMOTE WORK

“Talent is everywhere, but opportunity is not. Remote work allows those who had been traditionally excluded from decent work, the ability to build careers and lives, independent of location.”

- Lorraine Charles



Magali Bejar



CEO and Podcast Host, Tiene que haber algo más

Magali Bejar is the CEO of [Tiene que haber algo más](#), which produces resources for LATAM workers who want to be a digital nomad while promoting the benefits of remote work. The podcast that Magali hosts is among the 1% of the most shared shows in the world. Magali also launched a course to help people transform their careers to remote.



Marjorie Di Placido

in 

Owner, Remote Friendly Academy

Marjorie is a former remote HR director and now runs her own business, [Remote Friendly](#), which includes advising companies on how to go remote. She runs a remote job board and has created the “Remote Friendly” label on LinkedIn through which she classifies companies based on their remote approach. She is one of the top voices of remote working in France and runs the [Generation Liberee](#) newsletter.



Marti Wigder Grimminck

in 

Founder and CEO, International Connector

Marti is the CEO of [International Connector](#), a multi-service consultancy that provides next-generation insights and workforce development solutions. They have a completely remote staff with employees from all over the world, and they create global tools and programs designed for young people to successfully learn remote working skills. Marti has presented keynotes, interactive presentations, and facilitation on topics related to future generations and their impact on business today. Recent topics include: hybrid workforce, creating a company culture virtually, future of work, Gen Z and the future workforce, Gen Z consumers, and more.



Mike Gutman

in 

Remote Work Consultant, Remote-First Institute

Michael is a remote work expert with more than 15 years of experience leading and coaching remote teams. He specializes in remote/hybrid leadership training, remote work policy, and optimizing remote team effectiveness. He is the former Marketing Director at FlexJobs and is currently building workforce and social impact strategy at the Center on Rural Innovation where he connects rural communities to remote upskilling and remote work, creating increased access to upward mobility. Mike is a LinkedIn Learning author on remote work with over 1 million students and speaks at conferences focused on [remote professional development and team culture](#). He continues to consult and host [workshops](#) on remote team effectiveness.

THE MAGIC OF ASYNC

“Ask your team about what their async work preferences are. Share yours. Watch async work magic unfold.”

- Mike Gutman



Mika Cross



Workplace Transformation Strategist and Futurist, Strategy@Work

Mika is a workplace transformation strategist who is well known as a federal workplace expert with over 20 years of public service. She works with government agencies, industry leaders, and the workforce to [help them adapt](#) to the changing needs and demands of the modern work environment. Mika's background as an Army veteran, human capital expert, and transformational workplace innovator gives her a unique insight into the challenges and opportunities facing the workforce and the changing nature of work. She has designed and implemented award-winning remote and flexible work programs across various Executive Departments and Branches of government, including the U.S. Department of Agriculture, the Office of Personnel Management, the U.S. Department of Labor, and in private industry.

CREATING A CULTURE OF PSYCHOLOGICAL SAFETY

In the era of remote work, leaders have a unique opportunity to foster connection and cultivate psychological safety within their teams. By leveraging innovative and trendy approaches, leaders can create an engaging and fun remote work environment. Encourage virtual team-building activities that promote collaboration and camaraderie, such as online trivia games or virtual escape rooms. Embrace digital communication tools that allow for spontaneous interactions and informal conversations. Foster a culture of open communication and active listening, where team members feel comfortable sharing ideas and opinions without fear of judgment. Celebrate achievements and milestones in creative ways, such as virtual dance parties or personalized GIFs. By embracing these trendy and fun strategies, leaders can nurture a sense of belonging, boost morale, and create a remote team that thrives on connection and psychological safety.

- Mika Cross



Mikaila Read



Director of People & Culture, MUI

Mikaila is an emerging voice in remote work, frequently promoting the future of work. As director of people and culture partner at [MUI](#), she specializes in remote work culture and future of work strategies. She has implemented innovative HR technologies and automated workflows to enhance remote work efficiency and data integrity. She focuses on developing inclusive policies, internal training programs, and employee development strategies that reflect her commitment to fostering a progressive and remote-friendly work environment.

INTENTIONALITY CREATES A THRIVING CULTURE

At the crux, inclusion isn't a space; it's a feeling. It's not about being seen; it's about feeling accepted. The best remote leaders are those who excel in finding and creating opportunities for people to feel that acceptance from anywhere. It really can be as simple as taking a genuine interest in your teams' unique passions, quirks, and experiences — and personalizing around them. That requires a level of intentionality that doesn't come naturally to everyone, but it's that intentionality that truly underpins a thriving remote workplace culture.

– Mikaila Read



Nienke Nina Keizer

Founder and Podcast Host, Digital Nomads Daily

Nienke is a trailblazer in the nomadic community and a champion of remote work. Through her [podcast](#), [newsletter](#), and other [free digital nomad resources](#), she provides practical insights for both aspiring and seasoned nomads. As a constant source of inspiration for remote workers, her platform shares real stories, successes and challenges, while fostering connection and learning within the remote work community.

[in](#)



Nola Simon

Hybrid and Remote Futurist
Podcast Host, Hybrid/Remote Centre of Excellence

Nola is a seasoned international B2B consultant and LinkedIn Top Voice for Organizational Development, specializing in hybrid and remote work strategies. Nola is a media-sought expert, speaking on employee engagement, the future of work, and more. She runs the [Hybrid/Remote Centre of Excellence](#) with a popular podcast. Her approach involves deep research, innovative thinking, and a focus on employee well-being. Nola helps organizations navigate uncertainty, offering a unique blend of expertise, accountability, and future-focused creativity.

[in](#) [X](#) [globe icon](#)



Paul Estes

Advisor, Ally Robotics

Each week, Paul provides insights and perspective to over 100,000 readers of his weekly LinkedIn newsletter, [Gig Economy](#). He has published articles in Fast Company, TechCrunch, and [Forbes](#), and frequently shares his insights as a [podcaster](#), 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](#).

[in](#) [X](#)

PROACTIVELY HIRE DIVERSE EXPERTISE

Hire remote and diverse experts from around the world and integrate them into critical projects. These experts will bring new energy and perspective enabling increased productivity and better outcomes.

- Paul Estes

**Rodolphe Dutel** 🎤
[in](#) [X](#) [🌐](#)

Founder, Remotive

Rodolphe is the founder of [Remotive](#), a job site for remote jobs and Remotive Accelerator Slack Community. He is also a regular keynote [speaker](#) on the Future of Work and an active blogger whose pieces have featured on TIME, Forbes, FastCompany, Chicago Tribune, The Next Web.

**Samuel Durand** 📖 🎤
[in](#) [X](#)

Author and Producer, Work in Progress Documentary

Samuel is a speaker, documentary director, and expert in innovative ways of working. He has produced the [Work in Progress documentaries](#) after a trip to 10 countries where he interviewed companies about their ways of working. He regularly speaks about the Future of Work and wrote the book, [Work in progress](#).

**Sharlyn Lauby** 📖 🎤
[in](#) [X](#)

President, ITM Group

Sharlyn is an [author](#), writer, speaker, and consultant. She has been named a Top HR Digital Influencer and is best known for her work on [HR Bartender](#), a friendly place to talk about workplace issues. She is also the president of [ITM Group Inc.](#), a Florida-based training and HR consulting firm focused on working with companies to retain and engage talent.



Stefan Scheller 📖🎤

Author, Persoblogger

in X

Stefan, also known as “the Persoblogger”, is an HR influencer and founder of [PERSOBLOGGER.DE](#), one of the best-known German-speaking HR websites. His podcast Klartext HR supplements the diverse content with 15-minute episodes. Stefan is HR manager at DATEV eG in Nuremberg, is the [author](#) of various [publications](#), and is a sought-after keynote speaker.

WORK FROM ANYWHERE

“There is no such thing as black and white. People should work where they can make the most of their potential. If that means a seaside resort, why not?”

– Stefan Scheller



Stephanie Lee 🎤

Director of People Experience, Nansen

in X

Stephanie is all about helping people show up wholeheartedly in life and work. As the director of people experience at [nansen.ai](#), she leverages her broad and diverse background in tech and education to build a meaningful workplace culture in a global, remote-first environment. With previous roles including remote lead at cargo.one and team experience manager at Buffer, her experience includes creating impactful employee experiences and advancing remote work practices. As a co-founder and principal coach at [Lumiere Ventures Consulting](#), she guides leaders through personal and professional transformations with a focus on aligning actions with core values.



Sumeet Gayathri Moghe 📖🎤

Principal Product Manager, Thoughtworks

in X

Sumeet is an [agile enthusiast](#), product manager, and design nerd at Thoughtworks. He’s worked with a variety of clients over the last few decades, building software products and helping them improve their engineering effectiveness. Working across geographies for his entire career, has helped Sumeet hone his remote and distributed work skills. An advocate for asynchronous collaboration, he’s distilled his learnings into his recent book, [The Async-First Playbook: Remote Collaboration Techniques for Agile Software Teams](#).

HELP EVERYONE FIND THEIR VOICE

Let's ask ourselves how we'll give a voice to the least vocal, least fluent, least experienced members of our team.

- Sumeet Gayathri Moghe

**Tara Vasdani** 

Managing Partner, Remote Law Canada

Vasdani is a managing partner at [Remote Law Canada](#), which provides solutions to the legal challenges facing remote workers. She is determined to show how remote work and digital nomadism is possible with the proper corporate policies in place. She regularly 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 leads to more diverse talent pools.

in 

COMPLIANCE IS KEY

A successful remote or distributed team will meet their legal obligations first, setting the stage for unprecedented growth.

- Tara Vasdani

**Tariq Rauf**

Founder and CEO, Qatalog

Tariq is the founder and CEO 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.

in  



Terri Horton

in X 

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, [LinkedIn Learning author](#), and also published the book, [FORCE MA-JEURE](#).



Terry Wiener

in

Advisor, Liquid Space

Terry currently serves as an advisor at [LiquidSpace](#) and Cafe, focusing on enhancing the workplace experience and mastering the art of gathering on distributed teams. She is also the enterprise team effectiveness program lead at [Virtual Work Insider](#), specializing in preparing organizational leaders to communicate, collaborate and build culture in hybrid and remote work environments. Terry's coaching and strategic advisory roles, along with her previous position as head of virtual first at [Dropbox](#), showcase her deep expertise in remote work strategies and cultivating high-performing distributed teams.



Tracy Hawkins

in X

Remote and Hybrid Work Thought Leader
VP of Work Transformation, Grammarly

Tracy is a future-of-work-focused leader with over 15 years of experience ranging from small boutique media companies to large multinational businesses. She frequently provides guidance and advice on hybrid and remote work and organizational change and is a board member of a number of SaaS companies. She was previously at Twitter and Grammarly, managing workplace experience.



Yen Tan

in

Co-Founder, Kona

Yen is the co-founder of [Kona](#), a burnout prevention platform in Slack for remote teams. They speak regularly at remote work conferences including SXSW, Google, MailChimp, GitLab Commit, and others. They also manage a [weekly advice newsletter](#) on remote management, L&D, and great company cultures.



Congratulations to everyone who made the list in 2024!

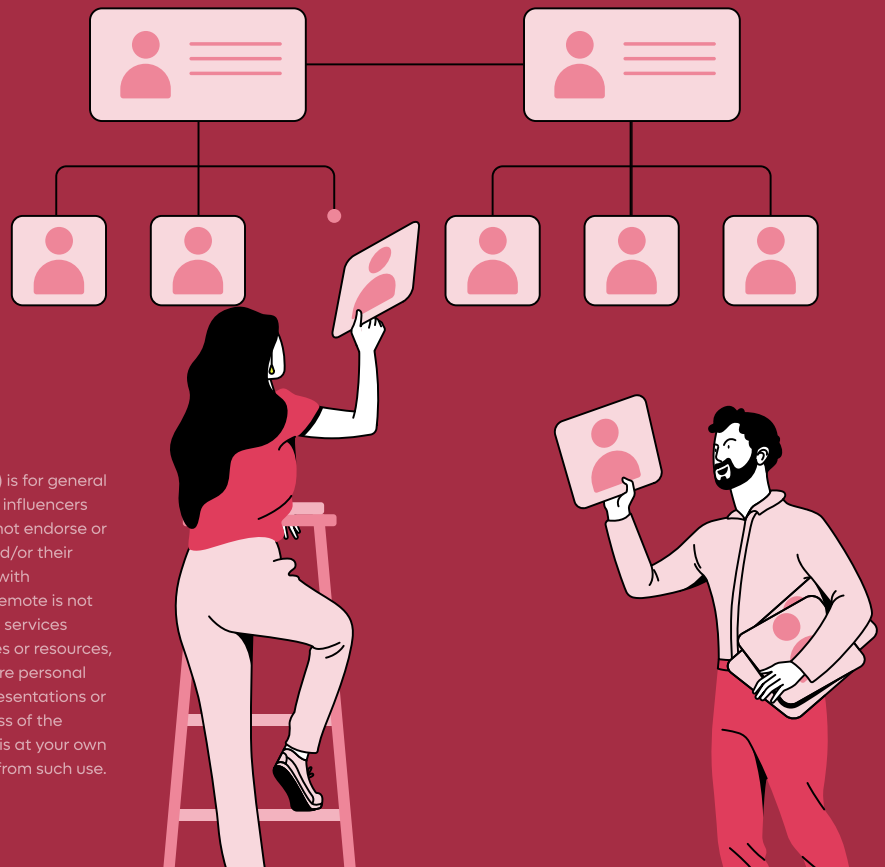
Thank you for your impact on remote work, distributed teams, and people all over the world making the most of new opportunities.

Expecting to see someone on this year's report who didn't make the list?

Don't worry: we're already preparing for 2025. You can nominate candidates for next year's consideration [here](#).

What will next year look like?

The rise of AI, increasingly distributed workforces, and shifting economic conditions will all play major roles in shaping the future. Fortunately, the 150 people on this list — and the countless others who play their own parts in the world of remote work — will be there to lead the way.



The 2024 Remote Influencer Report ("Influencer Report 2024") is for general informational purposes only, provided by Remote to connect influencers and/or their companies with potential clients. Remote does not endorse or guarantee the services or products offered by influencers and/or their companies on the Influencer Report 2024. Any engagement with influencers and/or their companies is at your own risk, and Remote is not responsible for the quality or outcome of any transactions or services provided. The report may contain links to third-party websites or resources, for which Remote is not responsible. All opinions expressed are personal and do not reflect Remote's opinions. Remote makes no representations or warranties regarding the accuracy, reliability, or completeness of the information provided. Your use of the Influencer Report 2024 is at your own risk, and Remote shall not be liable for any damages arising from such use.



© 2024 Remote Technology, Inc.