

# Community Playbook

October 2022 edition

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A complete guide to becoming a **changemaker** within the Grow Remote Community



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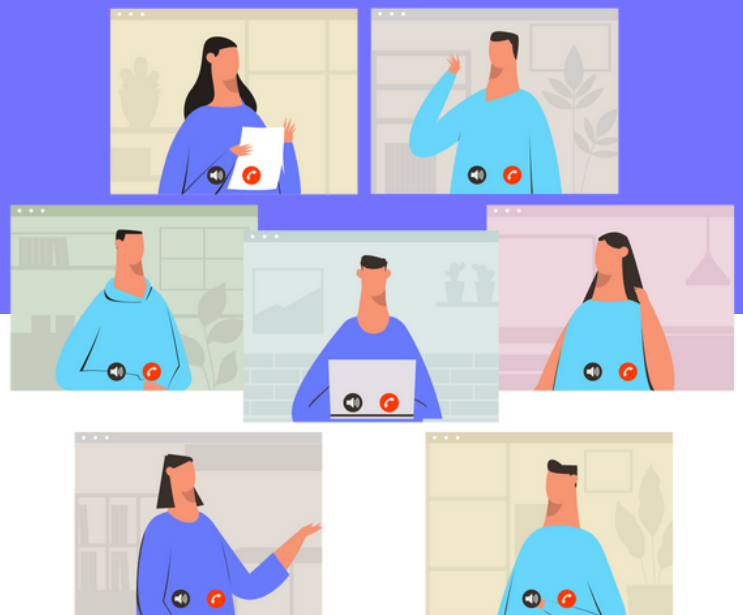
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# Welcome to our Community

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# Hello

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What a journey it has been!

Thank you for joining the Grow Remote Community! We're a non-profit on a mission to give people the choice of remote employment, no matter where they live.

We do this by making remote employment more visible and accessible. We connect companies, employees and local communities together, empowering changemakers at all levels to drive systemic change and advocate for the transformative social impact of remote employment.

Back in 2018, Grow Remote was founded on a vision that remote work could lead to thriving, reinvigorated local communities by unlocking employment opportunities from urban centres and making jobs visible and accessible to everyone, everywhere. Remote employment is the key to unlocking these opportunities.

Fast forward to 2022 and the world has changed almost beyond recognition. Remote work has transformed from a benefit offered to a small minority of workers into a vital approach to keeping the world ticking over in the midst of COVID-19. And we're only getting started.

We are thrilled to support your journey as a Grow Remote community member. Don't hesitate to ping us on [community@growremote.ie](mailto:community@growremote.ie).



*Dónal Kearney Graham Harron*

*Your Community Team*

# Our Mission

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Grow Remote's mission is to make remote employment local.

We have seen how remote employment can have a positive social, economic and environmental impact in local communities. We want people to have the opportunity to work, live and participate locally. That's why we are making remote employment more visible and accessible.

The context of *why* we do what we do is important because it explains our mission and it drives the actions we take to best help local communities make change locally.

Here are some of the challenges in the remote ecosystem that we want to address;

- Lack of local connection between remote workers.
- A low awareness and understanding of what remote employment actually looks like.
- Missing remote work skills in the workforce.
- Individuals not seeing remote as a career option or path.
- Businesses not having tools or processes in place to transition to remote.
- Under-utilisation of digital hubs and co-working spaces.

We are certain that the best approach to solving these challenges is a grassroots, collective approach, involving the people most affected.

We have spent the last 4 years listening to them in order to understand the challenges, to identify patterns locally and nationally, and to come up with solutions

# Social Impact

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Grow Remote is committed to creating a positive social impact on our planet, local communities and companies.

We are community-led in everything we do.

Over the past 4 years spent listening to our community, we have honed in on the following strategic solutions to the challenges experienced by our community members.

## 1) Foster local communities and social connection

- Helping remote workers to feel connected on a local level
- Improve career prospects from networking and sharing of knowledge
- Increase opportunities for individuals to participate locally

## 2) Build a remote ready workforce

- Provide job seekers with the skills to secure a remote job .
- Make remote jobs and employers more visible.
- Provide remote workers with the skills to progress remotely.

## 3) Support businesses transition to remote

- Provide guidance and resources to support transition.
- Train leaders with skills to manage remote teams effectively.
- A network of peers to share challenges and find solutions together.

# Our Community

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Since 2018, this movement has been built by many hands; employers, employees and local leaders among them. We take inspiration from the *Meitheal*, an Irish word for the community spirit among farmers in rural Ireland.

Grow Remote was created by volunteers who wanted to help each other out of familiar challenges, so they shared their talents and skills and built Grow Remote from the ground up. The collective and collaborative nature of the *Meitheal* is at the core of us. In 2019, we raised government funding so that we could dedicate a small team to supporting our mission and the community. You can meet us by clicking [here](#).

## So where is the Grow Remote Community?

While we are all about offline our Community is both virtual and local.

In Grow Remote Online, thousands of remote workers connect virtually through our dedicated platform to contribute resources, play around with ideas and lend support. <https://growremote.io/changemakers/> Grow Remote Online is a free space for remote employees to meet each other, hunt for remote employment, and organise local, offline events.

Offline, we focus on creating local impact in the communities where we have built relationships, partnerships and where we see potential to solve the challenges mentioned above.

In order for our Community team to achieve our mission, we divide our work into three Community Pillars:

Pillar 1: Empowering Changemakers

Pillar 2: Facilitating Connection

Pillar 3: Supporting the Community

# Community Pillars

## Pillar 1: Empowering Changemakers

Take a moment to think about which of the above would be the most important challenge to address in your local community.

Anyone who wants to contribute towards one of these solutions as part of the Grow Remote community is a changemaker. Yes, we mean you.

In 2022, we created and launched the Grow Remote Changemakers programme in response to the needs of our community as an organic evolution of the chapter model devised in 2018. Thus, a **changemaker** is an individual with a shared passion for Grow Remote's social mission who volunteers their time, energy or talent towards achieving it.

There are three main ways to become a changemaker, which we'll jump into later in this Playbook.

DO WHATEVER YOU CAN	BUILD YOUR LOCAL COMMUNITY	SHARE YOUR EXPERTISE
<h2>Remote Advocate</h2>	<h2>Chapter Lead</h2>	<h2>Remote Expert</h2>
<p>Follow a simple 5-step process through <b>ChangeX</b> and learn all about the benefits of remote employment. We prepare you to make an impact in your local community and take action at your own pace, in your own unique way. Here's what you get:</p>	<p>Want to develop a thriving active local community of remote workers in your area? This one is for you. Running 6 events per year, your work will drive the local conversations that make social change possible. Here's what you get:</p>	<p>This is open to you after one year of local community activity. The Experts programme allows you to support other remote leaders all over the world to build thriving local communities and make social change happen. Here's what you get:</p>
<p>Access to all our resources</p>	<p>Up to €1000 for chapter activities</p>	<p>Status within our global community</p>
<p>Self-paced training course</p>	<p>One-to-one support and mentoring</p>	<p>Exclusive access to influential network</p>
<p>Platform to share your impact</p>	<p>The chance to fundamentally change your local community</p>	<p>All expenses covered (trips, events)</p>
<a href="#">JOIN</a>	<a href="#">ORGANISE</a>	<a href="#">CONTRIBUTE</a>



# Community Pillars

## Pillar 2: Facilitating Connection

We're all about offline.

We strive to connect people within the community and the remote working ecosystem. This means we bring people together where possible to chat, exchange ideas, have fun, ignite partnerships, share networks, etc.



## Pillar 3: Supports

We champion and support change makers and community members.

We do our best to platform and recognise our community members and offer them as many resources as we can; such as training courses, job opportunities, workshops and recruitment fairs.





# Changemakers

## 1. Remote Advocate

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# Why become a Remote Advocate?

## The *Meitheal*

The *Meitheal* is at the core of us. The *Meitheal* is a tradition from old rural Ireland where a community would come together in a time of need. Grow Remote was built by many people who donated their time, skills, or even encouragement to the mission.



As we went on, we focused on making public our kit for building local communities. We found that lots of people preferred to become **Remote Advocates** - individual contributors who wish to make change in their own way.

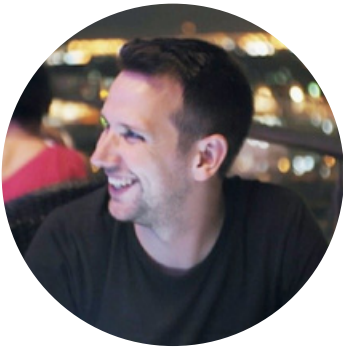
Not everyone has the capacity to lead their local community from the ground up as a grassroots organiser, so we empower you to make change as a Remote Advocate.

Remote Advocates play a pivotal role in the change we want to make in the world. For the first time, individuals can create employment in their community simply by becoming educated on the topic and letting others know about the opportunities available locally.

In short, Remote Advocates promote remote employment in their own unique way. We equip them with the information they need to have life-changing conversations locally.

# Meet our Remote Advocates

Here are just some of the amazing Remote Advocates in our Community.



## JOHN BRETT - Carlow

In 2018, community member John Brett made and donated a jobs board for the community. At the time, there was no other resource to find remote jobs in Ireland that were secure careers. In 2022, we launched the Grow Remote Career Centre and promote more remote opportunities every day.



## KIERAN KELLY - Kilkenny

Kieran organises regular meetups in Kilkenny and also advocated remote working live on KCLR 96FM, promoting the local Kilkenny chapter and the local benefits of remote employment. [Listen to his interview via Soundcloud here.](#)



## IAN McDONALD - Stephenville, Canada

Ian has been a long-term member of the Grow Remote community and an advocate for remote work in Canada. He loves to ski in the mountains near his home office and he has helped locals secure remote employment.



## LOIS WINGERSON - Wyoming, U.S.A.

Lois strives to promote Dubois, Wyoming as a destination for remote workers. She advocates locally for remote work training and job creation and has lobbied the Wyoming Workforce Development Council.

# Getting started

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*"Remote work has the power to radically transform our communities, but there are challenges in bringing the gap between remote work and local impact.*

*We believe that everyone should be empowered with the tools and resources to help their local communities to thrive, and so we make what we know public."*

**- Tracy Keogh,  
Co-founder, Grow Remote**



We have a 5-step process to help you get started as a Remote Advocate and take local action in your local community.

- 1) [Join Grow Remote Online](#)
- 2) [Take our Course](#)
- 3) [Contribute to the Map](#)
- 4) Take Local Action
- 5) Share your impact

In this Playbook, you'll find all the information, practical tips and resources you need.

There is someone to help you at each stage of the journey so don't be afraid to get in touch via Grow Remote Online!

# STEP 1 - Grow Remote Online

While we are all about building offline local connections, we sometimes use online platforms to help our members stay connected.

Grow Remote Online (GRO) is the virtual home of our community and is a space for community members to:

- Connect with both a global and your local network
- Start or get involved with meaningful conversations
- Access all our community and employer resources
- Stay up to-date with remote ecosystem news and events

We also know that what starts online often leads to something offline at a local level. So Grow Remote Online is a gateway to your local community.

We currently have over 3000 community members in Grow Remote Online and are proud of the fact that we welcome and support everyone regardless of what stage they are at in their remote work journey.

Everyone is *Welcome*

## Ok, so where is it?

Grow Remote Online is hosted within a platform called Slack. [Join at this link.](#)

We have chosen to base ourselves here because Slack is one of the world's most popular communication platforms.

For those of you who are already working remotely, there is a good chance it's something you are already using. For those who are taking their first steps into the world of remote, Grow Remote Online is a great way and a safe space for you to get hands-on experience of tools and software used in the remote workplace.

# STEP 1 - Grow Remote Online

When we said we are all about local we mean it, so even in Grow Remote online you will find dedicated regional channels that have been created to facilitate a more local connection between our community members.

These channels are also a great place for:

- A virtual home for Grow Remote Local Chapter teams
- Sharing resources and info relevant to your local community
- Starting local conversations and planning for local events

So, that's Grow Remote Online and here is how you can join and invite others to join us all there

<https://bit.ly/joingrowremote>

P.S We also have a regular online event called “Coffee and Connect” that happens every Tuesday at 11:00-11:30 (Irish time). Join via [Zoom here](#).

All our community members are welcome to drop in to connect with others in the community. We would love to see you there!

**COMMUNITY  
COFFEE & CONNECT**  
Every Tuesday, 11:00 - 11:30 (Dublin Time)  
Virtual via Zoom

**Graham**  
Community Facilitator

**grow remote**

All welcome!  
[growremote.ie/events](https://growremote.ie/events)



# STEP 2 - Take our Course

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## The Remote Advocates Course

This new course gives you everything you need to know to get started into the world of remote. [Register now at this link.](#)

In this mini-course, we'll give you our top tips from over 4 years spent doing this every single day, and we'll bring you examples directly from the world's best advocates!

You will decide on your own best approach to becoming a Remote Advocate. Once you have learned everything about the remote work ecosystem in Ireland and beyond, we already know you'll do great things! [Register now.](#)

There are 80,000 salaried, pensionable roles open remotely in Ireland today. This course lays the foundation to get access to the companies who will employ you regardless of your location.



# STEP 3 - Map of Remote

We are building a map of remote employment across Ireland and beyond.

It helps make remote employment more visible and accessible to others in a visual and interactive way.

It also answers questions like:

- *Where and how many remote workers are in my local community?*
- *Who is employing remotely?*
- *What community resources are there near me?*

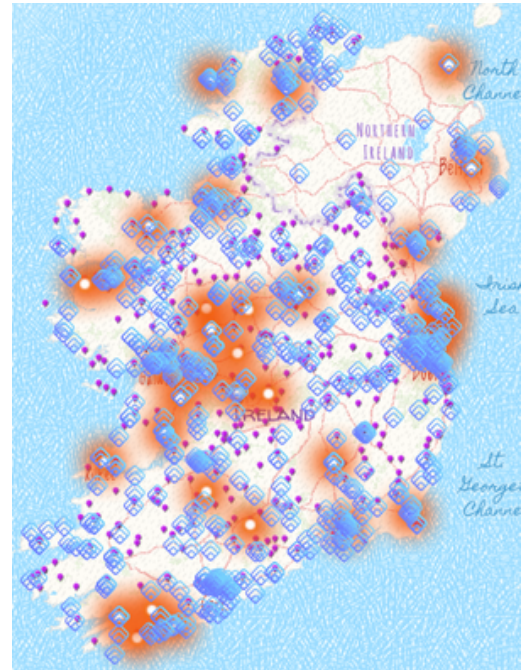
The data we are gathering is vital if we are going to build a full picture of remote working in Ireland and beyond and drive real change in local communities.

So, join the thousands who have already contributed to the map by taking a short survey and drop your virtual pin here.

There are only 10 required questions so your contribution should take just a few minutes.

After you have dropped your virtual pin, we ask that you share the map and a request to contribute with at least 1 other remote worker you know. Then ask them to do the same with someone else.

We can grow this map together.



**Top Remote Counties (IE)**



- 1 Cork
- 2 Dublin
- 3 Galway
- 4 Donegal
- 5 Mayo

**Top Remote Employers**



- shopify
- teamwork.
- otonomee
- ebay
- NearForm
- GLOBALIZATION PARTNERS
- flipdish
- Meta
- AUTOMATIC

# STEP 4 - Take Local Action

There are various ways you can contribute to the community as a Remote Advocate. Here are a few examples that we have

## Introduce remote work to friends and colleagues

A simple conversation can change lives. Get out there and talk to people you know about the benefits and challenges of remote working.

Be proud of the social & economic impact that you are having as a remote worker in your local community. Let the people know that you are a remote worker, what it means to you & how they can find out more



## Share Remote Work Skills Training Courses

We have courses available for people no matter what stage of their remote career they're at.

- If they're just starting out, they can take [Remote Work Ready](#)
- If they're hoping to upskill, they can take [Thriving Remotely](#)
- Business managers and leaders can take [Leading Remote Teams](#)



# STEP 4 - Take Local Action

Share Career Resources - <https://bit.ly/remotecareerresources>

Share [this link](#) to a friend, on one of your socials or just put a poster in a local shop notice board! It includes 30+ Remote Jobs Boards, 125+ Remote Employers and 50+ Career Resources curated from Grow Remote & beyond.

Or get creative like remote advocate **Karl Cummings** and commit to sharing your own version of the [Tuesday Two](#)! Thursday Three anyone?



Karl Cummins

Admin · February 15 · 🌐



## THE TUESDAY TWO

### TWO JOBS EVERY TUESDAY AVAILABLE NOW & WORK HERE IN GLENAMADDY

Are you a sales / marketing graduate looking for a remote role?

1. Graduate Programme (Commercial Sales Associate) @ HRLocker

<https://jobs.growremote.ie/.../hr-locker-graduate...> ✓

2. Sales Development Representative (Graduate) @ NextRoll

<https://boards.greenhouse.io/nextrollinc/jobs/5862093002> ✓

Hundreds more roles are open, check them out at <https://jobs.growremote.ie/> ✓

## Run an event locally

Connect local remote workers and feel the magic that happens when you're building community locally. We have learned a lot about events over the last few years & are here to support you every step of the way.

## Deliver talks locally

We have a number of templates for talks you can deliver to local schools, community groups, and businesses. This is where we can share knowledge that's unique to us as it is crowd-sourced for the community.

[You can find a bunch of template talks and presentations here](#)

# STEP 5 - Share

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Now that you've taken action locally, we need you to tell the story of your impact.

There are a few key ways you can do this:

## Social Media

You can spread the word about your remote advocacy via Instagram, LinkedIn, Facebook or Twitter. **Click a logo to connect.**



## Direct Feedback

Alternatively, you can share what you've done with us directly and we'll shout it from the rooftops on your behalf! **[You can do so at this link.](#)**

If you want help getting your story out there, go ahead and email us via **[community@growremote.ie](mailto:community@growremote.ie)**.

By sharing learnings with other Remote Advocates, the impact you can have is much greater - not just locally, but internationally.

# Resources for Remote Advocates

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## Grow Remote Online <https://bit.ly/joingrowremote>

Here is your invite to join and share with others. Grow Remote Online is a great space to connect with the wider and your local community. It is also a gateway for new people that you meet to access all the individuals and resources that will help them in their onwards journey through the world of remote.

## Remote Advocates Course [Register Now](#)

Our free self-paced eLearning course is an introduction to the remote community and shows how you can get involved. It is also awesome because it was built in the Grow Remote Learning platform, so you get the same great experience that all our remote skills learners get. **[Get started for free at this link.](#)**

## Map [growremote.ie/map](http://growremote.ie/map)

The Grow Remote Community Map helps make remote employment more visible and accessible to others in a visual and interactive way for your local community. Access the map directly here and share the invite to contribute with others.

## Remote Work Career Resources <https://bit.ly/remotecareerresources>

We have gathered up all the information that anyone who wants to take their first step or indeed a next step in their remote career onto one single page here.

## Talking Local Action [Google Drive](#)

We have gathered up all the resources and templates that have been used over the last couple of years and made them publicly available. You can access them here and you can let us know if there is something you need that isn't there. [Access them here.](#)

*We are here to support your advocacy at a local level. If you need something, let us know what it is and we will create it for you and your fellow Remote Advocates.*

# Changemakers

## 2. Chapter Lead

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# What is a Chapter?

## What is a Chapter?

Grow Remote Chapters are all about people coming together offline to connect with each other and using remote (as well as all that we have learned as a community) to drive positive social and economic impact within their local community.

While each chapter will have different goals and get involved with different activities to achieve them, we are very much together in taking action so that people in our local communities are given a greater choice of where they can live, work and participate.

Chapters are led by wonderful individuals or a small team who are local volunteers and leaders that want to help their communities embrace remote working and use remote as a tool to drive positive change.

They are also a common place for remote work advocates, experts, remote workers and remote job seekers to come together with a bias for action and a desire to support each other.

Before we get into Chapter Goals let's have a quick look at what some of our Chapters get up to and how they have fun while making change happen at a local level!





# Chapter Goals

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In the same way that all of our community members are different as individuals and are on a different journey, the goals of our chapters will also be different depending on what challenge they are trying to solve at a local level.

So, we always start the conversation at a local level to discover what challenges the local community is faced with and establish if remote is a tool that might be able to solve or contribute to a solution.

Wait a minute... what's all this about goals? Sounds a bit formal for a group of volunteers and a bit of community work!

Well, there are two reasons we believe goals are important at this level of the community.

a) We value the time and contribution of anyone that gives to the community. Having goals is a great way of making sure that it's transparent why and that their time is respected.

b) We are focused on impact and on taking action that drives change. Having goals is a great way of keeping everyone focused on making that happen and allowing others to see how they might be able to support or contribute.

We will now explore the 3 typical chapter goals that we see across our local chapters:

1. Connection

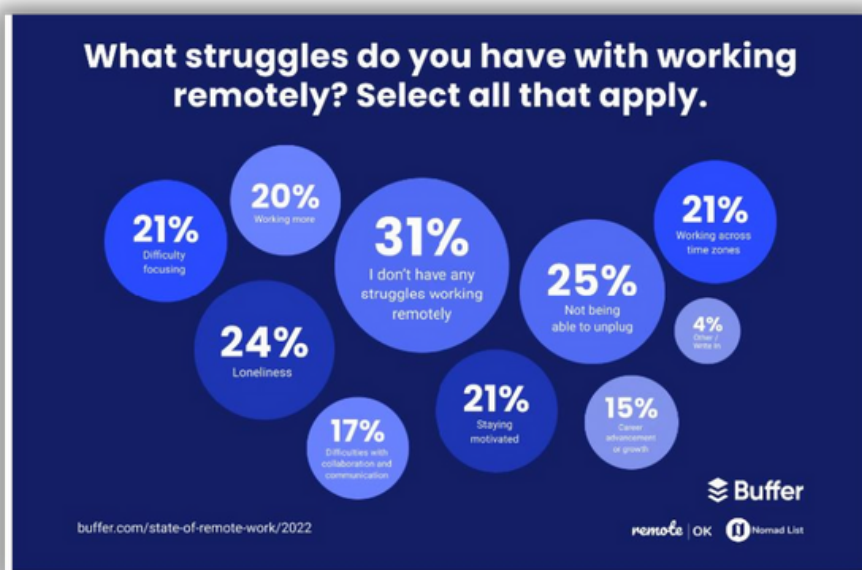
2. Employment

3. Repopulation

# Chapter Goals: Connection

This is all about providing remote workers and remote curious the opportunity to connect with others & community resources.

Here is an extract from the *Buffer* 2022 State of remote report:



Loneliness and not being able to unplug are some of the biggest struggles remote workers face.

Grow Remote local chapters can address this and other social challenges by bringing remote workers together socially or professionally.

Socially = organising regular local events for remote workers to connect with each other in real life.

Whether it is a few people sharing a connection over a coffee or a room full of people sharing stories and networking - bringing people together socially to connect with each other is powerful.

Take West Cork for example, where a simple coffee meet up led to Clare speaking with Triona from Shopify.

3 months later, she joined the Shopify team!

# Chapter Goals: Connection

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Let's have a look at some of the amazing things that the Grow Remote local chapters have been getting up to while connecting remote workers.

## Grow Remote - West Cork (Gavin Jeffrey)

Gavin and the West Cork chapter hold monthly events with an in-person and virtual element, keeping it as inclusive and open as possible. They have connected over 200 members so far and foster collaboration through local digital hubs.



## Grow Remote - Balbriggan (Dónal Kearney)

Coffee and walk by the beach sound like fun? That's because it is! In the Balbriggan chapter - and the nearby Skerries and Malahide chapters - a seaside walk is a great opportunity for connecting and chatting with local remote workers and building community one conversation at a time.



## Grow Remote - Loughrea (Helena Colon)

Helena supported connection through a local pub quiz open to the wider community and teams of local remote workers! Quiz, drinks, prizes and supporting local businesses & charity is fun!



# Chapter Goals: Connection

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## Grow Remote - Kilkenny (Maria Dollard)

Members of the Kilkenny chapter host a monthly lunch meeting on the last Friday of every month where remote workers get together for some good company and food. This helps them catch up with all goings on in the remote conversation!



## Grow Remote - Waterford (Eimear O'Donoghue)

Eimear coordinated a guided city street art tour - Waterford Walls - to educate and wow local remote workers. This was followed by everyone enjoying some street food together. And then a quick pint.



## Grow Remote - Dundalk (Ciara Breen)

The Dundalk chapter has hosted social events with pizza and drinks, a cultural tour of the city's street art, and a Remote Jobs Fair. Check it out [here](#). They're working with Volunteer Louth to encourage more local remote workers to give back to their community.



# Chapter Goals: Connection

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Addressing the challenges of remote work does not always have to be about events organised to bring people together socially.

Digital hubs and co-working spaces are a great way to:

- Connect with other remote workers and the community
- Work in a local environment that will help you disconnect
- Get the right environment to focus and get your work done
- Support a better work life balance - a half way house.

If you are a remote worker in Ireland then check out [Connected Hubs](#) for access to the national network of digital hubs. They have an amazing map and there might be one closer to you than you think!

**connected**hubs

*Good news is that between now and the end of 2022 you can avail of up to x3 FREE passes.*

Taking action to raise awareness of the digital hubs, organise co-working days with colleagues or other members of your local remote worker community can create a meaningful connection with others and help you get your work done remotely at the same time!



You never know what might happen on the day. Brian Nerney of [The Spool Factory](#) who organised a desk Pilates session for everyone co-working!

# Chapter Goals: Employment

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This chapter goal is all about creating employment at a local level by sharing information and resources that make remote work more visible and accessible.

There are 80,000 remote jobs available but not everyone knows that nor might they have the skills they need to access them.

By making these jobs, remote employers and career resources (such as training) more visible and accessible, we can bridge the gap at a local level.

Let's have a look at some of the inspiring things that the Grow Remote local chapters have been getting up to while connecting remote workers.

## Grow Remote - Inishbofin (Laura Tannian)

A local remote work info session held and invite to island residents to participate in the fully funded Remote Work Ready training course.

## Grow Remote - Ennis (Paul Ellingstad and John Murphy)

A jobs fair in partnership with local services in a digital hub brought remote career resources direct to thousands of local job seekers about all the remote work opportunities available. Check it out [here](#).

## Grow Remote - West Cork (Gavin Jeffrey)

Gavin ran a chapter event in Skibbereen for local remote workers and long-time Grow Remoter Triona came along. At the event, Triona got speaking to Claire, who was looking for a remote job at the time. They got talking about remote opportunities and as a direct result of their conversation, Claire landed a role with **Shopify** not long after. Success for West Cork!



# Chapter Goals: Employment

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## Grow Remote - Longford (Clare McEnroe)

An info session held for 15 local Community Employment Supervisors empowering them with knowledge and tools that will be shared widely. There are also posters across Edgeworthstown sharing examples of remote work job opportunities & a drop in centre at the local digital hub Co:Worx.

## Grow Remote - Enniscorthy (Salvatore Usai)

Collaborating with the local library to host a regular drop-in info session for local community members so that they can access remote work career resources with a local chapter lead, Salvatore.

## Grow Remote - Donegal (Maria Gallagher & Kevin McShane)

A local partnership with football club Finn Harps where 5 remote jobs are advertised every Friday on the clubs social channels "The Friday Five" and on the big screens at half time for home games.

## Grow Remote - Louisburgh (Kat Slater)

Kat organised remote workers to come together locally for events and meet-ups. She handed out information about employers that were hiring remotely and she ended up helping a local person find a remote job!



# Chapter Goals: Repopulation

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This chapter goal is all about promoting your local region as a great place to live, work and participate in for remote workers.

Because remote employment removes location as a barrier to where people live, there is a real opportunities for local towns and villages - especially in rural regions - to attract remote employees to settle.

We distinguish ourselves from "digital nomads" - people who work remotely with an emphasis on travel and exploring new places.

Instead, we are all about supporting employees to settle in a particular community, invest their time and money locally and participate in the local community.

## Grow Remote - Arranmore Island

An island off the coast of Donegal that saw remote employment as an opportunity to bring new life into the community and economy of the island. It successfully ran the #ComingHome campaign and Grow Remote chapter member Adrian Begley created this [TEDx talk](#).



## Grow Remote - Dingle

A few years ago, a few of our founding members went for a sea swim near Dingle, where they got chatting to Deirdre Ní Bhailís. Deirdre is the type of person who makes things happen. Out of that first casual conversation, the spark for "Town Tasters" came to life - whereby local people host you as you explore their local community.



## Grow Remote - Valentia Island

Colum O'Connell, Chapter Lead on Valentia Island (Kerry), helping locals get remote jobs and move back to Valentia and continues to attract new families to the island through remote employment.





# Resources for Chapters

## Local Leader Training

To begin your own journey, we invite you to join us on a free training course that will help you think about and take your first steps as a local leader.

We give you all the information, tools and inspiration from others in the community that you need to get started thinking about how remote work can benefit your local community. [Read the full course details here.](#)

The blended programme includes 6 short self-paced eLearning modules and 3 live sessions via Zoom that will cover the following topics:

1. Intro to Grow Remote and the community
2. The current state of remote
3. Establishing chapter goals
4. Building community
5. Local activity
6. Resources and Support

Our next programme starts on 23rd November 2022. [You can register here.](#)



## LOCAL LEADER TRAINING

Wednesday 23rd November  
Wednesday 30th November  
Wednesday 7th December

📍 via Zoom  
7pm - 8pm (Irish time)

with Dónal & Graham  
Grow Remote Community team



All welcome!  
[growremote.ie/events](https://growremote.ie/events)



# Resources for Chapters

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## Community Fund

All of our local leaders are volunteers and it is the time and skills they donate that help us drive systemic change. To help you get the most out of your voluntary efforts, we have made available a chapter fund to each local team - after demonstrating 6 months of chapter activity - to help them hit their chapter goal.

In 2023, the Community Fund available to each chapter annually basis is €1,000.

## Events Support [www.growremote.ie/events](http://www.growremote.ie/events)

For every event that you want run at a local level we are here to support you with everything from ideas (learned from within the community), planning templates, Grow Remote participation, presentation decks like [this](#) and help getting the word out there through our online channels and the Grow Remote Events calendar.

## Chapter Town Hall

Every two months, we host a virtual session for our local leaders to:

- Connect with us and stay updated to all that's going on in the wider community
- Connect with each other and hear about what local activity and impact is happening
- Access learning workshops for personal and chapter development

## Other Resources

These resources are based on data collected from lots of different places. We have aggregated data from the community map, we have taken data points from the wider remote work ecosystem, we have created nicely branded posters, leaflets and banners. Whatever you need, we will have (or be able to make) something to support your local activity!

# Resources for Chapters

## Storytelling

All of our local leaders are volunteers and it is their time and skills donated that help us.

We want to platform your amazing stories of local impact because it inspires other members of our community, which creates more amazing impact.

And so the cycle continues.

We feature chapter leads in blogs, connect them to regional and national media, we help you write your own press releases, and we make sure to shout about their amazing voluntary work on our social channels.

As part of a nationwide programme of events in 20 locations across the island, the Grow Remote Longford chapter will host an "International Flavours" event for remote workers, their families and their friends living in the area. You can [get involved by registering for free here](#).

Ahead of the Grow Remote event in Edgeworthstown on 23rd September, we sat down with Chapter Lead - Clare McEnroe - to hear about the story of setting up [Grow Remote Longford](#).



Clare McEnroe, Longford Chapter Lead



## WATERFORD

Eimear O'Donoghue / Chapter Team

- Setting up a **new chapter** in Waterford city
- Starting **partnerships** with local digital hubs
- Eimear is Founder of **FutureReady** and supports organisations in preparing for the Future of Work, specialising in modern HR and remote working
- From 2015-2020, Eimear helped **NearForm** grow from 30 to 150 people across 27 different countries



News Sport **Business** Lifestyle Wexford & District Ennis

## Grow Remote events help people in the new world of work



Pictured at the grow remote 'How to find work in Co. Wexford' discussion at The H



www.nenaghguardian.ie | Saturday, Jun 18, 2022

the nenagh Guardian

## Creating a community space

■ Grow Remote team visit Terryglass

THE community of Terryglass was delighted to host Grow Remote, an organisation whose mission is to promote and enable people to work, live and participate in their local community. Their work is all about making remote work visible and accessible to employers, employees and communities.

Grow Remote chose Terryglass and the surrounding area for their staff 'think-in' as a result of an invitation from Niall and Inez Heenan, who run Fuchsia Lane Farm Cottages, knowing that the range of accommodation, food and activities in the area would be the ideal location. Recent renovations of the Village Hall in the village, which included the installation of high speed broadband, large screen TV and the creation of a comfortable working space provided an ideal space for working and strategising. The local



The Grow Remote team met with locals in Terryglass. PHOTO: MICHAEL MOLANPHY - COOLBARN CROSS PHOTOGRAPHY

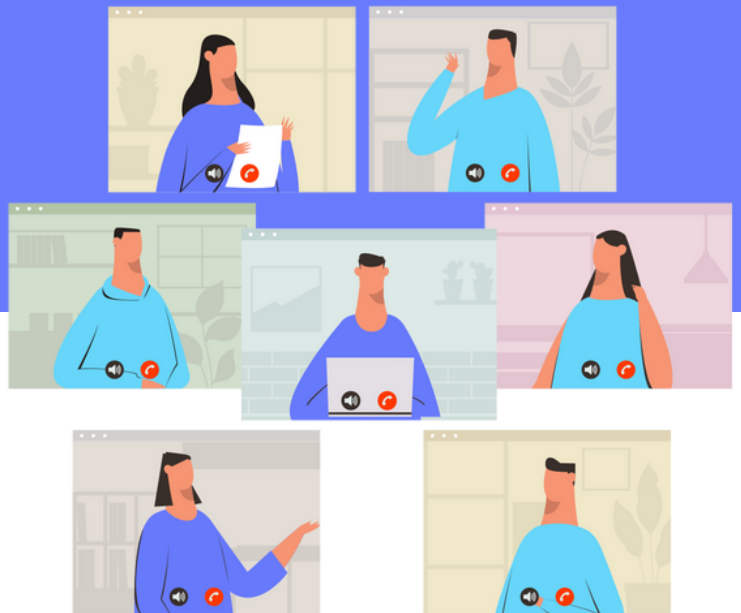


local representatives and Government grant schemes in recent years. In particular, DRCD Rural Development funding, SEAI and BCP support has helped enormously. Current and previous chairpersons, Bob Foyle and Angela Molly, take par-

# Changemakers

## 3. Remote Experts

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# Who is a Remote Expert?

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Experts are people with deep knowledge of the remote working ecosystem and are making change at an extraordinary level.

They contribute to the Grow Remote community *pro bono*, **without expectation of reward or compensation**. They share their knowledge, skills and guidance freely and make connections within their networks. The success of the Grow Remote community is largely dependent on the generosity of our Experts.

Grow Remote Experts come from many sectors and backgrounds. The common theme is a commitment to our mission of catalysing social impact locally through remote employment.

You may be a techie or a community-builder, a venture capitalist or a social entrepreneur, we don't mind. All we need from you is a willingness to contribute to this community and some time to give.

## Why Become an Expert?

Becoming an expert in the remote ecosystem is a way of giving back, supporting this community in your own way, and freely sharing your expertise in pursuit of a social mission.

- Give First Helping people is its own reward
- Learn Something New Experts can gain a lot from the experience
- Foster Social Impact Your contribution offers invaluable support
- Connect with the Community Meet inspiring people

## What we can offer you?

Grow Remote will send Experts to represent the organisation at events across the world, all expenses paid.

Once you're established as an Expert within this Community, we'll treat you as such - with respect, professionalism and gratitude.

# Meet our Remote Experts

Here are some examples of the amazing things that Remote Experts provide for our community.



## Support a Chapter Event

Róisín Ingle is an Irish Times columnist, feature writer and coproducer of the Irish Times Women's Podcast. She is also an activist who understands what we need to do to make change happen. Check out the Grow Remote - Dublin City local chapter event that she supported [here](#).



## Support a Grow Remote Event

Rebecca Williams, Developer Experience at Automattic, Brendan Ring, Chief People Officer at Otonomee and Finn Hegarty, Chief Product Officer at Glofox supported us by giving inside access to how these forward-thinking organisations are harnessing new communication methods to drive employee engagement, productively and innovation. Check out the event on demand [here](#).



## Represent Grow Remote

Finn Hegarty, Chief Product Officer at Glofox joined our Employers Lead Joanne Mangan delighted to address the **Joint Oireachtas Committee on Enterprise, Trade and Employment** together on the Right to Request Remote Working Bill 2022. Check out Finn's address to the committee on demand [here](#).

# Remote Expert Manifesto

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The Grow Remote Experts programme has been heavily inspired by the [Techstars Mentors Manifesto](#), which outlines a code of conduct and a *modus operandi* for anyone hoping to contribute to the Grow Remote community as an Expert.

It goes like this:

1. Be socratic.
2. Expect nothing in return (you'll be delighted with what you do get back).
3. Be authentic / practise what you preach.
4. Be direct. Tell the truth, however hard.
5. Listen too.
6. The best relationships eventually become two way.
7. Be responsive.
8. Clearly separate opinion from fact.
9. Hold information in confidence.
10. Clearly commit to be an Expert or do not. Either is fine.
11. Know what you don't know. Say I don't know when you don't know. "I don't know" is preferable to bravado.
12. Be optimistic.
13. Provide specific actionable advice, don't be vague.
14. Be challenging/robust but never destructive.
15. Have empathy. Remember that building this ecosystem is hard.

# Become a Remote Expert

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## Remote Expert Application & Interview

Apply to become an Expert [at this form](#).

Once you've completed the application form, you will be invited for an interview to work out the best use of your expertise.

There are many reasons to become a Grow Remote Expert.

Know what your reasons are and make sure they are the right reasons for you and for our Community.

Our Experts are not financially compensated and should expect nothing in return for their time and expertise.

When an Expert has this mindset, they always end up getting the most of Grow Remote.





# Let's Get Started!

We envision a world where people can choose the community where they want to live.

Remote employment gives people that choice.

Through remote employment, people can live and work from the same location, no matter where their employer is based and regardless of where their colleagues work from. The potential of remote employment for local communities is profound and we already see this in our work after 4 years of grassroots voluntary action.

The myriad economic, cultural, environmental and social benefits of remote employment are transformative not just for your local community but - at scale - they signal a global change. And Grow Remote is committed to growing our community and building at scale, thanks to changemakers like you.

With your help, we can commit to continuing our social mission to make remote employment local by doing what we can to make remote employment more visible and accessible in your local community.

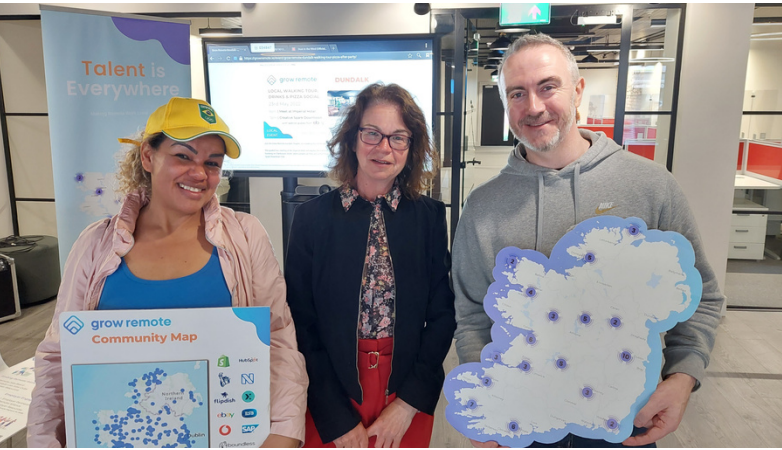
As a grassroots changemaker on the ground, you can make Grow Remote's mission a reality in your locality. We want to support you to do so.

By downloading this Playbook, you've already started down the path to making the social impact your community needs.

We are in awe of people like you and we absolutely love working with you every single day to change the world through remote employment.

Let's get started. Together.





# Community Playbook

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A complete guide to becoming a **changemaker** within the Grow Remote Community

