

Remote Control: How Going Virtual Skyrockets Productivity ...and the Bottom Line

Tom Cooper, Executive Director
International Anesthesia Research Society

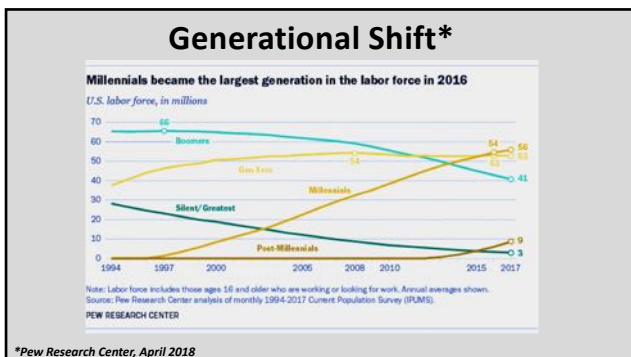
Michael Cummings, Principal
Tate/Cummings @cummingsmj

Megan Markowski, Executive Director
United Dance Merchants of America

Tuesday, August 21, 11:00AM – 12:00PM

#ASAE18

The Virtual Workplace



IARS: Then and Now

2007:

- Independence, OH: Headquarters (Staff of 11)
- San Francisco, CA: Journal Editorial (Staff of 4)

Today:

- San Francisco Headquarters
- Staff of 9 (3 states) plus
 - Contract Workers (6 states + DC)

Technology



UDMA: Then and Now



- Previously based out of a member's business address
- Part time administrative director
- Run virtually (in some form) since 1995
- 2014, first full time executive director, then consultants & volunteers

United Dance Merchants of America (UDMA) is an organization that supports our members—who provide products and services to the dance community. We do this through shows and events, while promoting our members and creating a space for them to share ideas and resources.

Talent



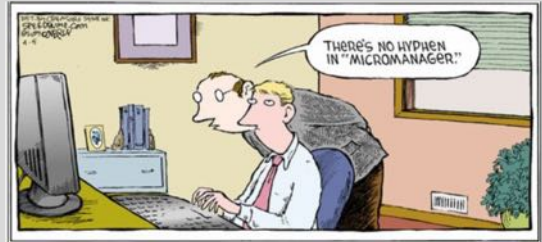
The Board



Legal & HR

The image shows two tax forms. On the left is a 2017 W-2 form, with the year '2017' clearly visible at the bottom. On the right is a miscellaneous income form, with the year '2017' visible in the top right corner. The forms contain various fields for reporting income and tax withholdings.

Management Style



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Staff Attributes / Communication



Advancing Your Career



Demonstrating Success



Thank You!

Q&A

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