

Should asynchronous collaboration be the new default?

PROS

Meetings culture is a waste of time and money. Not every meeting is boring, inefficient, and poorly run—but plenty of them are.

Async collaboration makes it easier for teammates to collaborate across timezones.

Meetings tend to reward the loudest, the most confident, the most extroverted, and the most senior—not necessarily the people with the best ideas.

CONS

Async collaboration can take time to build trust, buy-in, and creating alignment, particularly among teammates who haven't worked much together.

So much of how we communicate is non-verbal and communicated through our intonation and body language. It's easy for miscommunications to arise when you can't gather that information.

Async collaboration isn't necessarily more inclusive—“disability is not a monolith” and face-to-face meetings mean you can interrupt bias more effectively.