4 Mistakes To Avoid When Building An Extended Development Team

Introduction

Are you a tech-enabled business?

If yes, then you know the importance of having a **well-rounded development team to build innovative**, state-of-the-art products and services for your business.

With companies, especially in the West, facing an acute shortage of talent, more and more businesses are attracted to the concept of **building an extended team** elsewhere. But **how can you build a development team in another country and get the best value for your money, without compromising on quality?** We'll tell you how.

Here are some **common development team extension mistakes that companies make**, as well as actionable solutions to avoid them. Steering clear of these mistakes will ensure that you have the best partnership **with your offshore provider and your extended development team!**

1. Outsourcing your development processes

Whether you intend to **build software or grow your existing development capacity,** you need the right engineers. But when you're unable to find these people locally, hiring a well-rounded development team can turn out to be a long, drawn-out process.

Even if you do find the right person for the job, the chances are that they're not going to stick around for long. Given the significantly high attrition rate, it's only a matter of weeks or months before you have to start the recruitment process all over again.

Do you find yourself in a similar position?
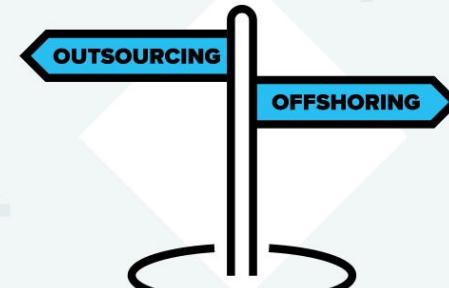
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OFFSHORING
1.
Outsourcing your development processes

Outsourcing vs Offshoring

Outsourcing

When working with an **outsourcing vendor**, you get **access to a team of engineers who are hired by the outsourcing company**. They are NOT your employees, which means that they aren't invested in your business.

Offshoring

Your extended development team, is yours, in every sense of the word. They work for you, they believe in the vision of your business, and **their goal is simple – to help you grow your business by building software.**

2. Evaluating the cost, rather than the value

Indeed, **irrespective of the kind of business**, the bottom line that acts as a deciding factor for any business proposition is: How much will this cost?

While cost is a glass ceiling that **somehow can never be breached, fixating too much on the price can mean that you're not looking at the value proposition of the deal.**

2.

Evaluating the cost, rather than the value

How can you evaluate value?

The result of choosing lower rates

- Not surprisingly, this is usually the wrong choice because lower rates doesn't always mean getting the better end of the bargain.

- You work with unprofessional engineers.

- **The software built is substandard and just not what you envisioned.**

What you can do instead

- **Keep the price aside for a moment, and focus on asking them the bigger question – what value can they bring to the table?**

- Assess their portfolios, their expertise, and how the higher costs can translate to higher productivity and success rate. If the facts and figures laid out don't speak for themselves, then you're better off not making that deal.

3. Not involving your extended development team enough

When you have an **extended development team, it's important to remember that they're as much a part of your organisation as your local team is**. The only real difference here is that they sit elsewhere, in a different office space.

Depriving your **remote team of importance business knowledge**, keeping them away from team calls, or not letting them voice their opinion or feedback can lead to them feeling isolated, unappreciated, and unrecognized. This, in turn, can affect their morale and motivation and hinder productivity.

3.

Not involving your extended team enough
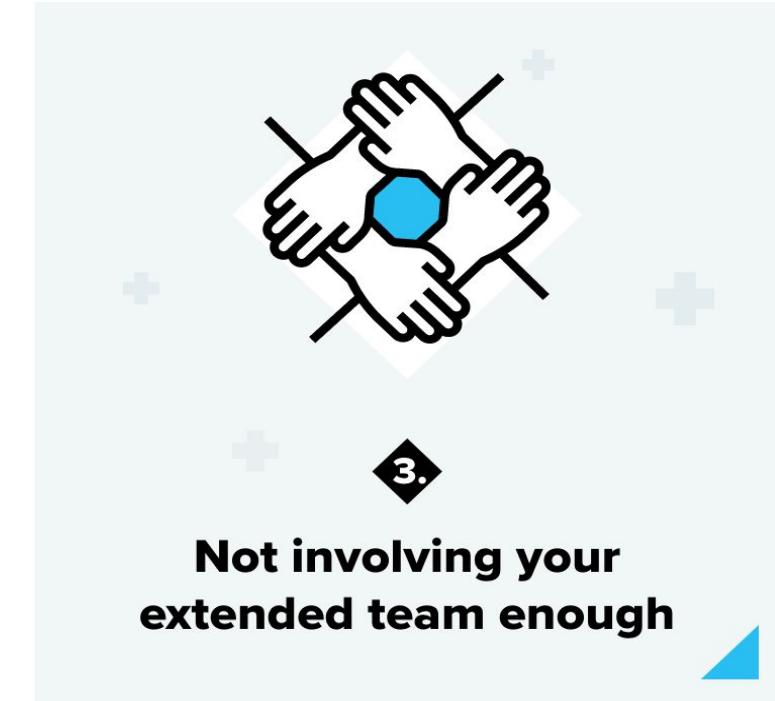
So what can you do?

A **study conducted by Harvard Business School showed** that **37% of the respondents** said that their **superior recognising and appreciating their work positively affected their productivity It's that simple, really.**

- Make sure to include your extended team in any important discussions.

- Ask them for ideas and brainstorm together.

- Appreciate their efforts, and collaborate on day-to-day tasks.

- Treat your extended team no differently than your remote team, and see the magic happen.

4. Not establishing a clear roadmap

Imagine building a stellar extended development team, all ready to work on building software, but you're not able to assign the right tasks to them because you didn't plan well in advance. Sounds like trouble, right?

How can you avoid this?

An integral part of collaborating with an offshore provider and **building a remote team is planning.** Before you even partner with an offshore development company, it's essential to put together a clear roadmap – a set of actionable steps for the near future.

4.

Not establishing a clear roadmap
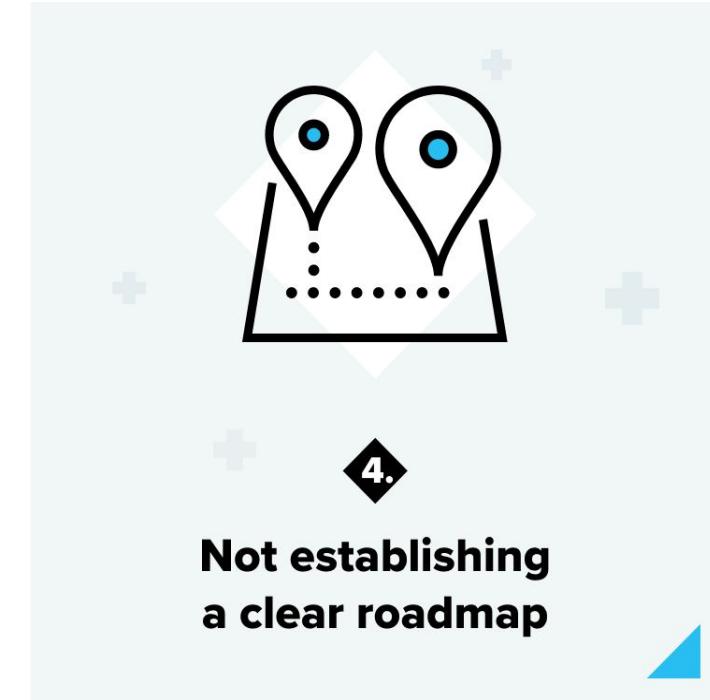
All said and done...

While it can be appealing to build requirements on the fly, you still need to make sure that you have enough work for your remote team for the next one to two development cycles, at the very least.

And that's it, really! And yes, it's that simple — if you **choose to work with the right offshore partner**, establish the right collaboration model, and trust your extended team, there's no reason to worry if offshoring will work for your business.