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Agile Development & Offshoring: Does It Work?

Introduction

Agile software development is a development methodology centered **around the concept of iterative development**.

Because of the short cycles associated with agile development, the method depends **heavily on active collaboration** between teams.

And that's why some might believe that **building a cross-continent agile development team wouldn't work.**

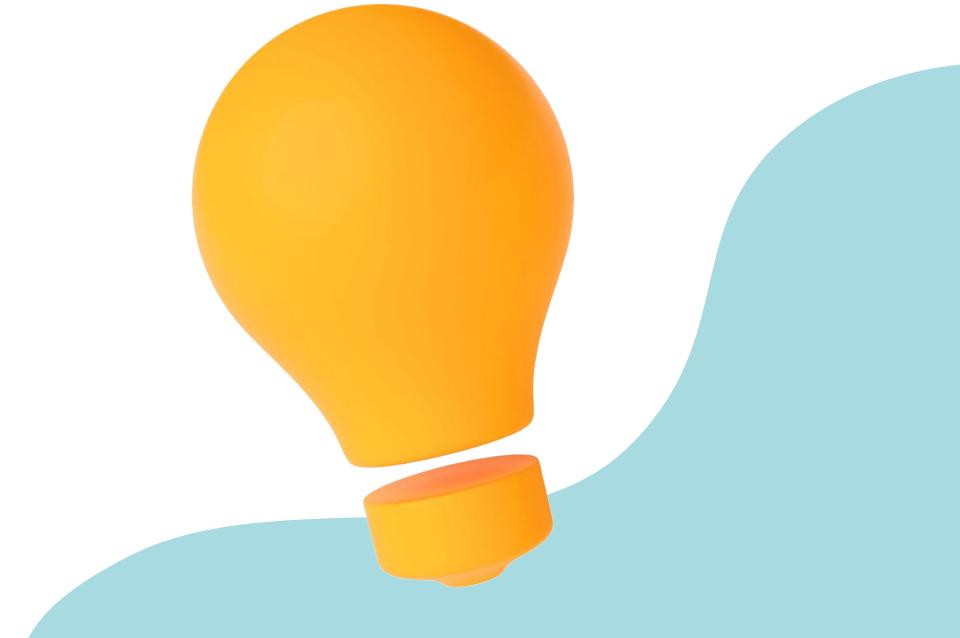We're happy to report that's not the case.

Working with offshore agile teams

Successful software development across global teams depends on communication and connectivity. We've put together a list of best practices to help build an efficient and productive offshore team.

1. Hire a well-rounded team

2. Focus on organisation from day one

3. Foster strong connections between colleagues

4. Communicate effectively

5. Share every scrap of knowledge

6. Keep up with the latest practices and tools

7. Trust in the expertise of your team

Agile development and offshoring

Modern technology has made it possible for offshore development teams **to run like clockwork**. The key is to understand the challenges of building an offshore agile team and create strategies to help **make the implementation as painless and productive** as possible.

The challenges of offshore agile development :

1. Establishing the technical practices which are essential to developing the software itself.

2. Establish clear, effective communication lines across all teams to enable productive collaboration, regardless of location.

1. Hire a well-rounded team

Teamwork is a **core principle of Agile development.** While every team member requires specific skills to add value to your business, they also need to work well with the rest of the team.

And so, you need to assess their capacity for teamwork, too.

One simple approach is to **give interviewees a test project** where they must depend on their teammates for success. You can track **their performance and assess** whether they have the personal skills to succeed in your Agile team.

The demand for software developers **will grow by 30%** in the next decade

Source: U.S Bureau of Labor Statistics

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2. Focus on organisation from day one

Because offshoring is centered around building **geographically distributed teams,** it is crucial to establish goals and deadlines at each work location to help organise your workforce.

By working independently on a set of goals, the number of dependent processes reduces, in turn, reducing the number of handoffs. **The result — increase in productivity.**

3. Foster strong connections between colleagues

Friendly relationships between **team members go a long way towards** building effective collaboration.

Try scheduling an annual kickoff meeting where the entire team can meet and get to know one another. This is **also a perfect time to map out the goals** and plans for the year to come.

Source: CMD Recruitment

76% of HR staff say attracting quality candidates is their biggest challenge

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4. Communicate effectively

With the right tools in place, you can establish effective **multi-way communication** with your team.

Some communication tools that you can leverage include:

1. Instant messaging tools such as **Slack and HipChat to check in for progress**, leave messages at any time of day, and set up rooms for specific teams or conversations.

2. Calling apps like **WhatsApp and FaceTime to chat with teammates** halfway across the globe for free.

3. Video conference tools like **Skype and Zoom for strategy meetings** or group discussions.

Source: GoVitru

Only 5.9% of companies communicate goals on a daily basis

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5. Share every scrap of knowledge

Gather all the relevant information — **development strategies, roadmaps, process documentation, data flow,** and test results and make it easily accessible.

This gives everyone access to an extremely valuable self-serve resource. It also **serves as an excellent source of knowledge** transfer for new hires that join the team.

6. Keep up with the latest practices and tools

To develop quality software, you need to **keep up with the latest tools** in the industry.

If there are new tools or practices that you want your team to incorporate, **arrange for expert demonstrations** so they can get an understanding of how it works.

This allows your team to become even more skilled and proficient, which means they **offer even better value to the business.**

7. Trust in the expertise of your team

Respecting the opinions and ideas of your offshore team will **make them feel appreciated** and included. It also helps them **produce their best work.**

Actionable insights from your developers can help improve your processes and **make your partnership even stronger.**

You can develop this further by **paying your team the occasional in-person visit**: connecting with everyone on a personal level **helps cement your bond**, which inevitably leads to a happier, more productive relationship.

Wrap it up!

Offshoring your Agile software development can offer many advantages — **reduced costs, higher-quality output, and improved efficiency**.

With the right strategies in place, your company can create strong, **high-performance offshore teams** anywhere in the world.

Thank you

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