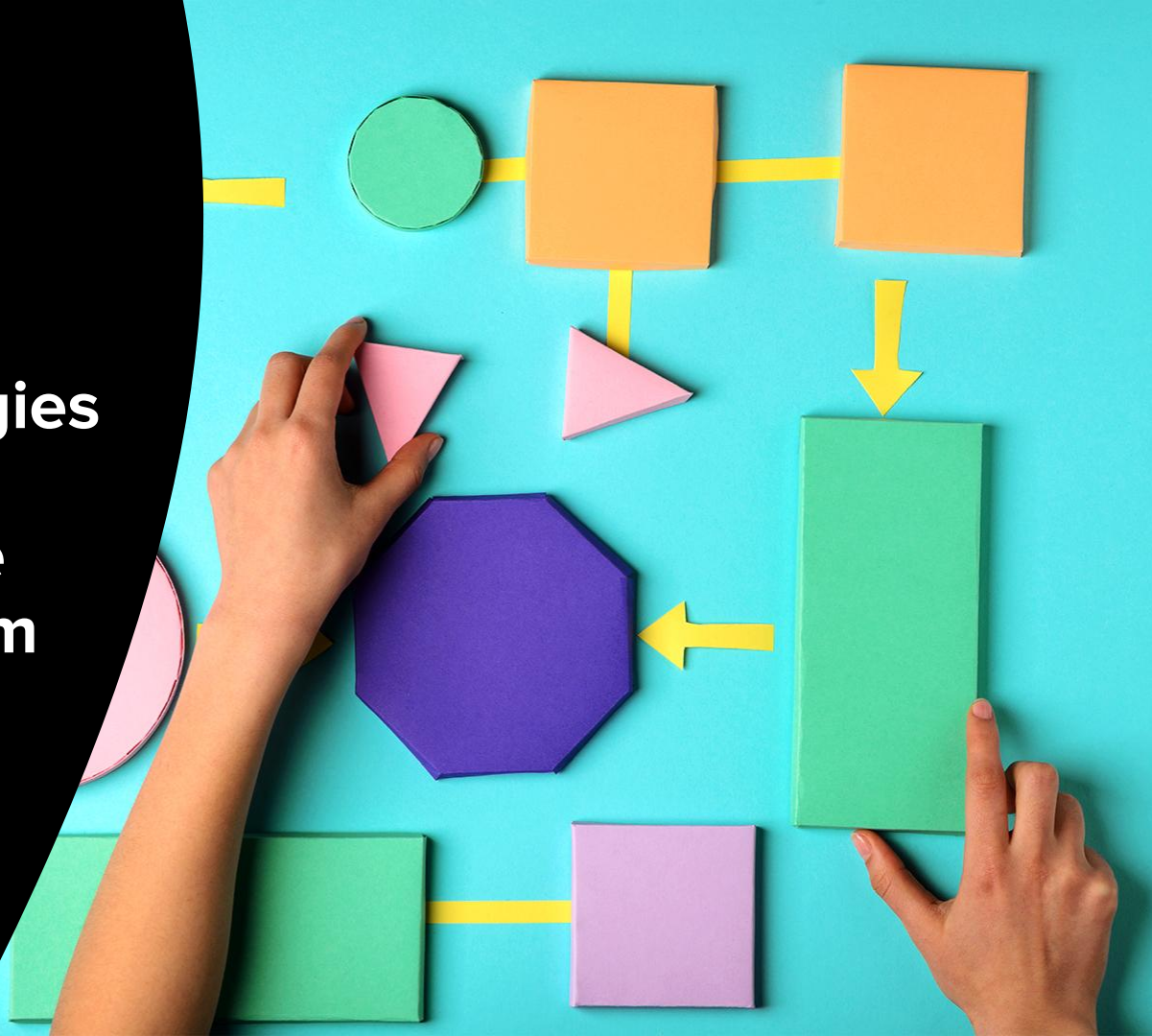




5 Effective Strategies to Manage Your Offshore Software Development Team





Introduction

The acute shortage of engineering talent, especially in the West, has accelerated globalisation like never before.

Businesses are **no longer confining** their recruitment efforts to hiring only local talent.

This has led to the increasing popularity of the concept of building **dedicated offshore software development teams** with the help of an offshore partner.

Who is an offshore partner?

The purpose of an offshore development partner is to guide you through the **process of going offshore** in the most efficient way possible.

They are the company that is responsible for building your **development team in a foreign country**.

They **oversee the recruitment process, administrative duties**, day-to-day activities, and set up the office space for your team.





Building a successful relationship with your offshore team

However, building a successful relationship with the offshore company and your distributed team, requires a decent amount of effort, especially if you want the desired results.

Here are **five effective strategies** that you can implement:

1. **Discuss your goals**
2. **Avoid micromanaging**
3. **Factor in the time difference**
4. **Have at least one IT specialist on your side**
5. **Treat your offshore team as a partner**





1. Discuss your goals

Your offshore software development team is not an outsourced team — they are a **value-adding extension** of your existing workforce.

That's why it's important to make them see the bigger picture.

If they don't understand your vision, what you wish to achieve, and where you see your business in the next five or ten years, they simply aren't going to be invested enough.

Talk to your offshore team about your business as a whole, and not just about the product or service that they're working on.

List the business goals that you **wish to achieve in the short and long term**, and brainstorm with them about how you intend to accomplish them.

This allows them to think beyond the scope of a single product or service, and in turn, **provide creative and innovative solutions** for your business.



2. Avoid micromanaging

A survey conducted by Trinity Solutions showed that 71% of employees believed that micromanaging **negatively impacts** their performance.

Given that your offshore team is thousands of miles away from you, it isn't unnatural to want to monitor their every move.

However, if you micromanage them, they will feel like they lack autonomy in their job, **in turn leading to lower productivity** and a higher employee turnover rate.





3. Factor in the time difference

Differences in time zones can sometimes be a challenge when working **with distributed teams**.

However, by using overlapping hours, you can overcome this challenge.

Overlap meetings, scrum calls, and weekly catch-up calls to **ensure that communication** between both teams is not affected because of the **time difference**.





4. Have at least one IT specialist on your side

While your offshore partner is responsible for **building your development team**, you still have full control over the IT aspects of your business.

And that's why you need to have a technical lead on your side — a skilled engineer who will act as a **bridge between the local and offshore teams**.

This IT specialist should be someone who has a **sound knowledge of the different software** you build, the project you're currently working on, and all the technical responsibilities of your offshore team.





5. Treat your offshore team as a partner

The offshore software development company you choose to work with is **not a simple service provider** — they're much more than that.

If you want to build and **maintain a higher level of collaboration**, then it's important to keep aside the hierarchy and treat them as a partner.

Similarly, when you treat your offshore software development **team as a part of your business**, they will go the extra mile for you.





Wrap it up



Acknowledging the **time, efforts, and technical skills** that the team puts into building software, spending time with them to get to know them better, and asking them for suggestions on how to build better software can **solidify your relationship with your offshore team** to a great extent.

Thank you



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