



The Benefits of Hybrid Development Teams

01 What is a hybrid team?



What is a hybrid team?

A team comprised of US-based and India-based developers. Hybrid teams work as cohesive units to deliver high-value digital products and features. A hybrid business model allows us to **save money**, achieve **higher productivity**, and leverage a **wider range of skills**.

02 Why do I need a hybrid team?



Increased Demand



The ongoing demand of software developers, designers, architects, and quality assurance engineers will continue to increase as the need for technology grows.

Remote team members in hybrid team make it possible for companies to tap into world class technical talents and control their IT expenditure now and for the future.





Scale effectively



Many businesses find it difficult to scale IT team to meet business demands.

- **Reassign existing resources** - Reassigning existing employee to new projects hinder current projects.
- **Lack of in-house expertise** - New business demands require new skill sets and expertise. Scaling IT department for new skills takes a long time.
- **Hiring team vs individual** – Finding the right individuals and making a team is time-consuming and cost-ineffective. Best approach is to hire a team with the right talent.



Boost efficiency and productivity



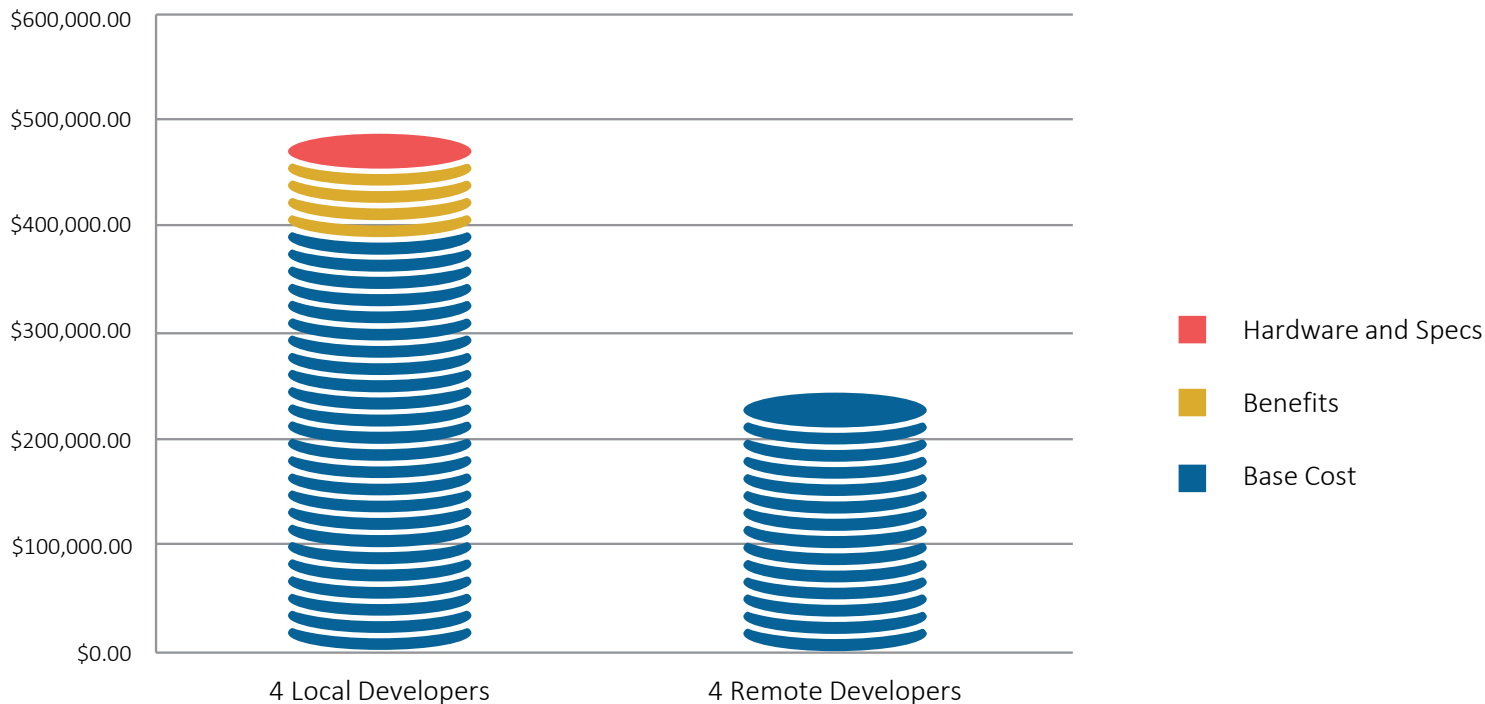
Having a dedicated team of developers in both the U.S. and India means more efficiency and productivity. With the time difference, a hybrid model presents an opportunity to achieve higher levels of production around the clock.

Remote team members can also come with cutting edge technology experience and problem-solving abilities. Flexible remote team members can shock the system and inject new ideas for improvement.



Cost Effective

- Grow capability without overspending IT budget - Remote team members is cost-effective to try out new idea without spending fortune.
- Remote team members can be extension of your core IT and can be leveraged for long time.





Cost Effective

\$98340	Base Salary
\$19668	Benefits
\$1800	Hardware & Space Cost
\$119808	Total
\$479232	4 software developer
\$60000	Remote developer
\$240000	4 remote software developer

03

The 3 principles of a
**successful hybrid
team**



Communication

Communication is a key aspect of a software development team, especially when operating as a hybrid business.

At Sunflower, we value communication. Our teams stay connected using Microsoft teams, and tasks are managed in Jira. Our separate teams can achieve high levels of productivity, while still prioritizing collaboration during overlapping working hours.





Agile – Software Development Process

Agile software development has made a significant impact on software industry. Scrum is the most widely used agile framework.

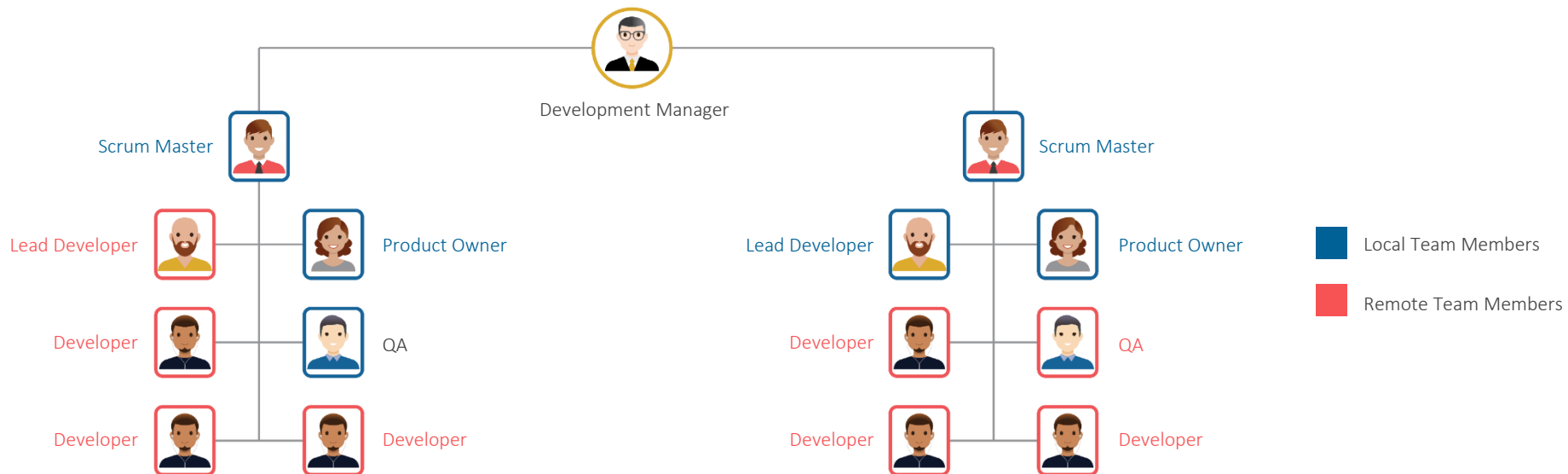
Choosing remote team members who understand the following iterative and incremental software development methods is very important:

- Daily Standup
- Backlog Grooming
- Sprint Planning Meeting
- Sprint review - Demo
- Retrospective



Structure project team using remote team members

Create team by projects/features and not by roles/skills. Make a team using different skill member such as developer, Product owner, QA.



Above chart illustrate remote team members hybrid team.

THANK YOU

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SOURCES

<https://www.bls.gov/ooh/computer-and-information-technology/software-developers.htm>
<https://www.bls.gov/oes/current/oes151133.htm#st>

