

White paper Series on Dedicated Team Model

[Does my project fit the
dedicated team execution
model?]

A White paper highlighting the scenarios where one needs to choose a dedicated team model for execution.

A dedicated team execution model has better returns over a traditional execution model. It is a strategic investment in building a dedicated team of professionals who understand the client's business and can support his or her vision over an extended period of time, usually multiple years. However, do all projects qualify to be executed in a "Dedicated team" model? This paper discusses the scenarios where this model is the right fit for project execution.

Definition of Dedicated Teams

In simpler terms, a dedicated team comprises core team members who work with only one client. The core resources are defined as those who are aligned with the client's objective and are focused on achieving it. There are no new members added to the team or removed from the team without prior knowledge and approval of the client.

What are the scenarios when I can go for a Dedicated Team?

A lean IT Team and infrastructure

If technology is an enabler and not the core of a business, it makes sense to stay lean on IT staffing and infrastructure. Usually the focus and senior management bandwidth spent on a non-core business activity is limited. Hence no deep expertise is nurtured, which in turn reflects on the output of the activity. This is where it makes sense to outsource IT. But the outsourcing has to be viewed as a continuous activity and not project based piecemeal activities. Since we are talking of an entire IT function outsourcing here and not just a single application, it makes sense to have a dedicated team or an extended development center.

Bootstrap a Product Team:

For a product company, the skills and expertise required to build a successful product are unique. An expert hand at building a user friendly and feature rich product is needed as well as a product development

ecosystem complete with predictable processes embedding product development best practices. Such expertise is not readily available when bootstrapping. While technical expertise may be available in a few members of the founding team, what is generally lacking is a strong and focused development team to rapidly implement the product idea. Since this development is at the heart of the product, it cannot be managed on a project basis rather, an extended development team has to be structured. As the product is developed in a modular fashion a team structure is the only successful way of implementing the development.

Continuous Software Development:

Most applications evolve over a long period of time during which various coding practices, styles and methodologies may be implemented. There is a need to have dedicated programmers in the team who have been hands-on in the product evolution process. Though most of the times a project coordinator from the application owner (client) is involved, he/she may not have an insight into the intricacies. This is where a programmer who has been around can guide further application development and improve the productivity of the team, velocity of development and improve the confidence on the system. This is crucial benefit for applications which are mission critical.

Consolidation of Software development teams:

A surge in IT outsourcing over the last decade has resulted in distributed software development teams across the globe. The main benefit of such a distributed team is the focus and expertise they bring in a particular domain/module. Though such distribution has its benefits, it is too heavy to move and not very responsive. Hence we have been observing a trend to consolidate into single location, leaner teams. However it does kill the advantage of deep expertise that distributed teams have. To bring the best of both worlds, a dedicated team with individual members focusing on specific domains/modules is recommended.

Rapid Response Teams:

Certain scenarios or businesses, demand rapid response teams to ensure a quick turnaround that ultimately lead to improved sales and better customer satisfaction. Product companies need such teams immediately after the launch of the product or during early stages of adoption. Some companies may need to ensure that the software is up and running for most part or the quick work around is put in place to ensure continuity. There may also be a need for implementing features, functionality or workflows in a rapid and reactive manner. All these scenarios have better success ratios while executing in dedicated team mode.

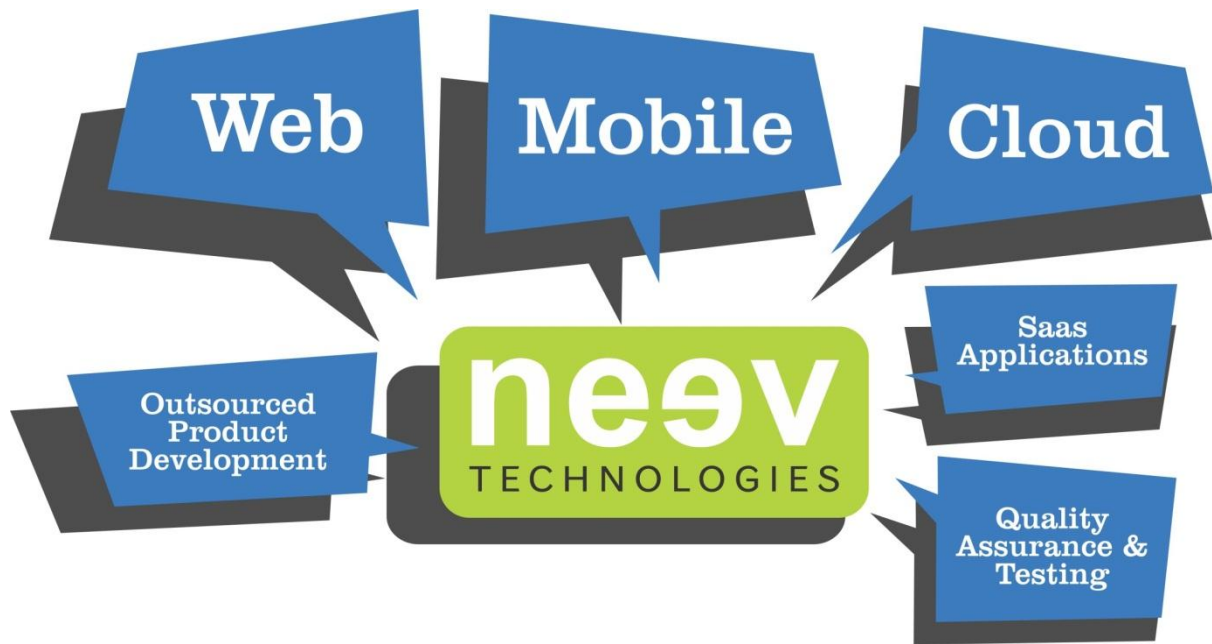
Agile Project Methodology

Detailed Requirements and workflows are evolved during the development stage in the Agile methodology. Agile also gives the flexibility of experimentation and running a few things in trial and error basis. The decision for such activities are taken on the job and executed without prior planning. Sometimes the effort shoots up as high as 400% of the initial estimates. Owing to this, the cost cannot be predicted. However, IT managers/Vendor managers need cost to be contained in a pre-determined way. The only way to do this is to go with a dedicated team model, where such variations are cushioned out. There is high level of cost predictability in the form of uniform monthly expenses.

As a software service provider, Neev technologies, specializes in Web, Mobile and Cloud Services. With focus on making its clients realize the best value for money, Neev has pioneered the execution model of working on dedicated team basis. Neev engages with all its clients varying from a bootstrapping start-up to a Fortune 1000 company in a dedicated team model. At Neev all projects are executed in Agile methodology, and monitored by an in-house tool called Agile@Neev. Neev Hub is the knowledge capturing and sharing tool. With these tools Neev delivers satisfaction, value and appreciation.

The paper is part of the three paper series on dedicated teams. The remaining two papers titled “Why Dedicated Team Engagement Model Yield Better Results?” and “Best practices for dedicated team execution” can be downloaded from the website: www.neevtech.com.

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