

Driving Continuous Value:

Why Distributed Agile Teams Get More Done When They Share the Sun

Overview

Recently a group of top technology leaders assembled to discuss strategies for building and maturing distributed Agile teams during the pandemic and how to drive continuous value. Read on for a summary of the topics discussed and why it's the most exciting time to be in IT.

The virus isn't transforming us. It just sped up the evolution already underway.

What are the Implications?

Everyone wants in on Agile!

As organizations look to drive quick and sustainable transformation in a hyper-distributed world, IT is now in the spotlight and using Agile practices to quickly scale technology teams to respond to the immediate needs of the organization and the customers they serve. In addition, as non-technology areas of the organization lean into Agile, tech leaders are providing coaching to help scale Agile practices across other areas of the organization. This phenomenon may be the force multiplier organizations can count on to drive fundamental change.

GAME ON!

The war for top technology talent continues.

The flexibility of remote work has opened up new talent pools.



Nearly one and a half years ago, most organizations shifted the vast majority of their teams to a work from anywhere environment. Today, leaders report their teams have adapted to the new normal over the last 15 months, but it did take time to adjust. And while the world got a little smaller through the popularity of video connectivity and new digital collaboration tools, the pandemic also opened up access to new high-demand technology talent from new locations stateside, nearshore— within Latin America and abroad.

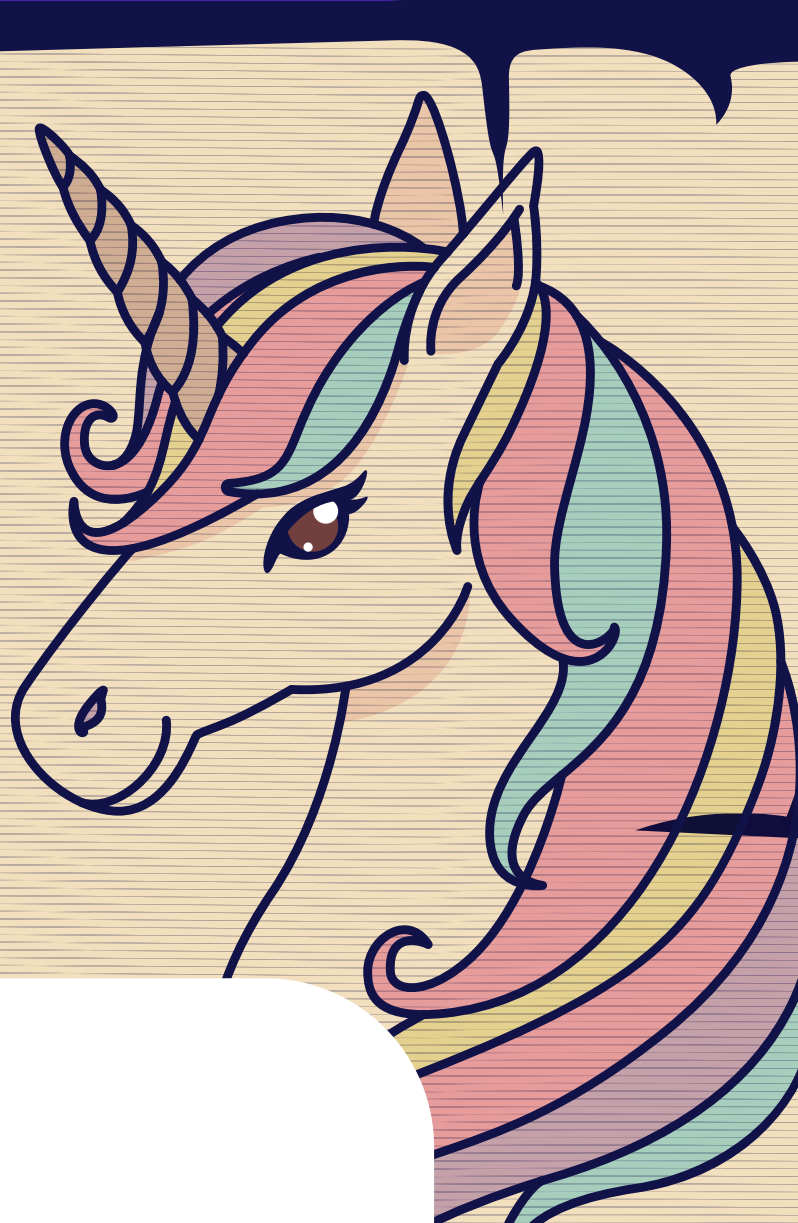
Finding the right work-life balance



Leaders report that their teams were able to pivot to a work from anywhere environment quickly and are not only working harder, but smarter too. Leaders also share that providing employees with a flexible work schedule and embracing an empathetic leadership style has helped their teams find work-life balance and adjust to this extended period of the new normal.

Full-stack Developers Urban Myth?

Folklore tells us that the Full-stack Developer walks among us; some may have even seen them frolic in the wild. Those lucky enough to meet and partner with a Unicorn may know that this small tribe of sacred and highly skilled technology talent is rare and in high demand, but rest assured, they are not the only way to drive value.



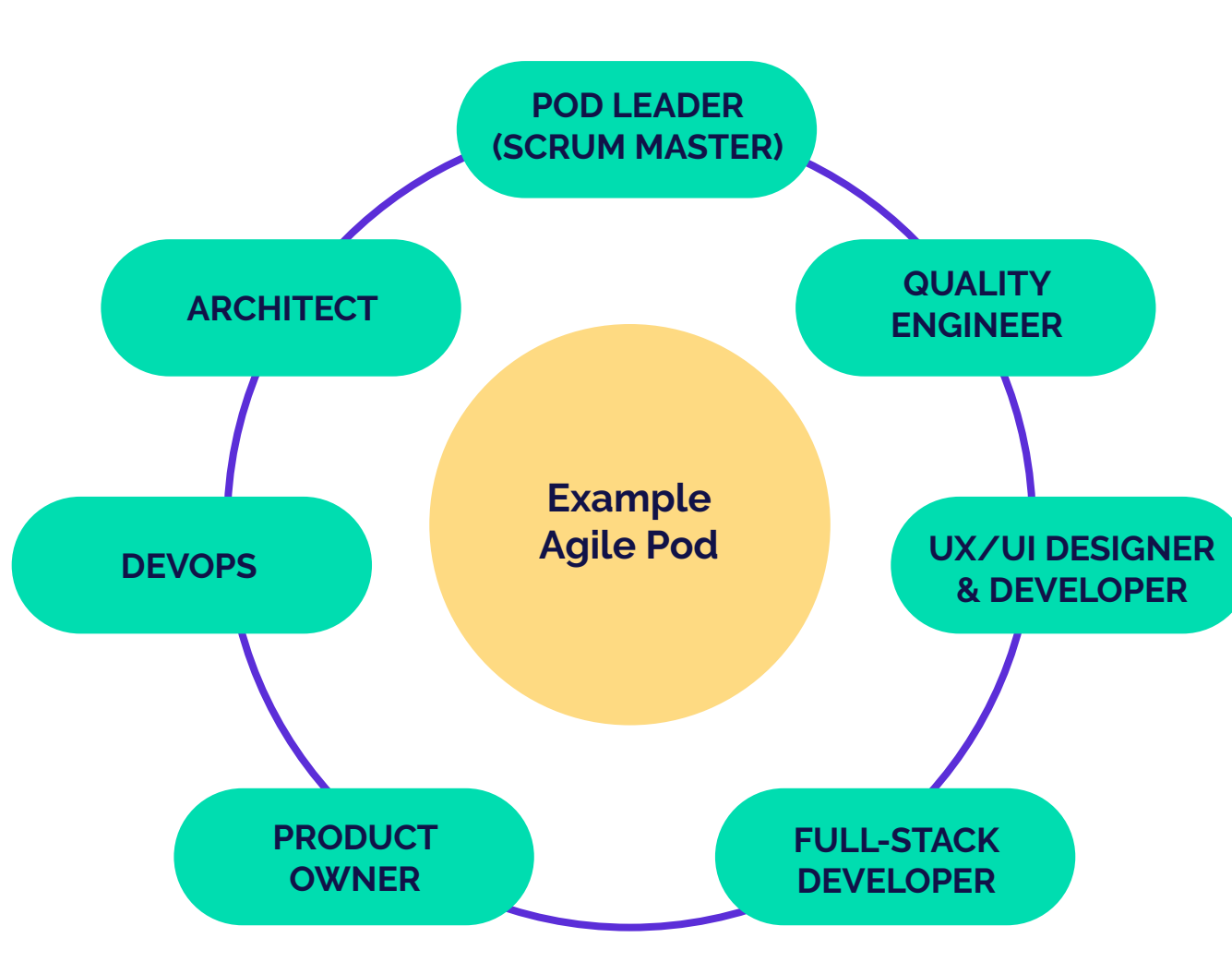
Can't find enough Unicorn Developers?

Scale with Agile Pods

Because talent proximity is no longer a barrier to scaling, securing talent with the right skills through internal recruitment and working with trusted digital providers has been a blessing for leaders looking for deep pockets of specialized tech expertise. With access to these new options, many have turned to Agile Pods to scale, and it's been a game-changer for organizations that need to accelerate everything.

Plugin Performance with Agile Pods

The Agile Pod model consists of mature cross-functional teams ready to plugin, speed time to value, reduce risk, improve code quality, and reduce operational costs. With Agile Pods, leaders enjoy enduring value delivered sprint-by-sprint without the headache of assembling teams from the ground up.



Share the Sun



Follow the Sun

The popularity of the Share the Sun workflow model has reemerged during the pandemic as organizations hunt for qualified technology talent with shared time-zone proximity. In contrast to the Follow the Sun model, where distributed teams keep development activities going around the clock, the Share the Sun model leverages a synchronous workflow strategy giving teams the benefit of real-time collaboration. While real-time partnership might not be required in all instances, distributed teams who Share the Sun have been shown to unsuccessfully replicate the physical in-office experience when live teamwork is needed.

SHARE THE SUN

FOLLOW THE SUN

1	Development activities are managed by distributed team members who share time zone proximity.	1	Development is handled around the clock and one distributed team hands off work to another team in a separate time zone.
2	Work is typically managed within an 8-10-hour working day	2	24-hour development
3	Real-time collaboration and communication are possible throughout the day	3	Limited opportunity for real-time collaboration. A small window of team overlap means daily handoff cycles must happen at precise times
4	Face-to-face or camera-to-camera conferencing is possible throughout an entire shift	4	Delays in communication can derail coordination
5	Strong cultural and language alignment	5	Cultural and language alignment may vary