

# OFFSHORE STAFF AUGMENTATION: THE SECRET WEAPON OF UBER-SUCCESSFUL COMPANIES



## WHAT IS STAFF AUGMENTATION?

**Offshore staff augmentation** involves hiring professionals from other countries to work remotely. There are two main approaches:

- **Hiring Directly:** Cost-effective but increases management burden and risks due to cultural and legal issues.
- **Contracting with an Offshore Agency:** Provides a faster and easier process with reduced execution risk.

In today's fast-paced business environment, staying competitive often involves offshore staff augmentation—hiring skilled professionals from around the world to complement your existing team. This approach offers flexibility, cost savings, faster development cycles, and access to scarce expertise, particularly in fields like software development.

By effectively utilizing offshore resources, companies can reduce product development time by 50%, cut costs by 75%, and improve software quality with less effort. This guide explains how to achieve these benefits correctly.

Introduction

### Management Responsibilities for Local Hires, Remote Hires, & Offshore Agencies

	Local Hire	Remote Hire	Offshore Agency
<b>Leadership &amp; Team Management</b>			
Goal Setting	YOU	YOU	SHARED
Performance Monitoring	YOU	YOU	SHARED
Conflict Resolution	YOU	YOU	THEM
<b>Personal &amp; Employee Well-Being</b>			
Personal Issues	YOU	YOU	THEM
Work-Life Balance	YOU	YOU	THEM
PTO Management	YOU	YOU	THEM
<b>Human Resource &amp; Administrative</b>			
Recruitment & Hiring	YOU	YOU	SHARED
Onboarding	YOU	YOU	THEM
Performance Reviews	YOU	YOU	SHARED
Expense Reporting	YOU	YOU	THEM
<b>Training &amp; Development</b>			
Personal Coaching	YOU	YOU	THEM
Education & Training	YOU	YOU	THEM
Career Development	YOU	YOU	THEM
<b>Technical &amp; Hardware Support</b>			
Hardware Issues	YOU	YOU	THEM
Resource Allocation	YOU	YOU	THEM
Office Space	YOU	YOU	THEM
Security Training & Processes	YOU	YOU	THEM
<b>Operational &amp; Project Management</b>			
Project Planning	YOU	YOU	SHARED
Task Delegation	YOU	YOU	THEM
Progress Tracking	YOU	YOU	THEM
<b>Employee Recognition &amp; Team Building</b>			
Hackathons & Hoolympics	YOU	YOU	THEM
Team Meals	YOU	YOU	THEM
Year End Party	YOU	YOU	THEM
Individual & Team Awards	YOU	YOU	THEM
Community Support Projects	YOU	YOU	THEM

### Key Benefits

1. **Cost Reduction:** Offshore staff can be significantly cheaper than local hires, allowing for hiring multiple engineers for the cost of one U.S.-based employee.
2. **Increased Product Pipeline Speed:** Combining local and offshore teams can double development speed.
3. **Access to Cutting-Edge Skills:** Some agencies, like MPH International, offer expertise in advanced technologies.
4. **Low Employee Turnover:** Offshore teams often have higher retention rates, ensuring long-term growth and expertise development.

### How to Select & Engage with an Offshore Agency

1. **Define Your Requirements:** Clarify the roles, skills, and budget needed.
2. **Research Agencies:** Evaluate agencies based on their past work, cultural fit, time zone compatibility, progress visibility, and management availability.
3. **Contract Negotiation & Pilot:** Ensure transparent contracts and consider starting with a pilot project.

### Real-World Insights

- **Reference Checks & Testimonials:** Crucial for selecting a reliable agency.
- **Learning and Improvement-Focused Culture:** A culture of continuous learning and product ownership is more valuable than just years of experience.
- **Integration with Local Teams:** Treating offshore teams as an extension of your local team enhances collaboration.
- **Local HR Support:** Essential for understanding and supporting the offshore team's personal and professional needs.
- **Agility for Scaling:** Offshore agencies can quickly scale up or down, offering flexibility in staffing.
- **Communication Style:** Establish clear communication expectations to align with the team's workflow.

### Conclusion

Offshore staff augmentation provides significant advantages, including cost savings, faster timelines, low turnover, and access to specialized skills. By implementing it effectively, companies can enhance competitiveness and drive innovation. For expert offshore staffing services, **contact MPH International.**