



IT FACTORY

# BUILD OPERATE TRANSFER

We can build an entire organization with a dedicated team, manage it effectively, and then transfer full control to you.



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## Overview

Companies are often reluctant to open a new office in a different country. One of the principal reasons is the difficulty in getting started. In addition, the cultural differences may also be a big factor, especially during the recruitment phase (Check Onshore | Nearshore | Offshore Service on our website).

The Build-Operate-Transfer model presents a way to get over these obstacles and fears resulting from the fact that a chosen outside company already is doing business in the target country and has a vast knowledge of the local conditions, such as employment requirements, payroll, taxes, and other regulations.

## Challenge

At the present time, many companies of different business sectors, are looking to open new offices or branches in new countries. Developing countries, or simply countries with very favorable conditions (ease of employment, competitive rates, highly educated labor force), can present a great opportunity to optimize IT operations and significantly lower business costs. For example, it may be possible to open a new office in Poland for a software development subsidiary, and by doing so, to take advantage of the very qualified workforce, availability of reasonable office space, and still lower salaries of IT specialists.

Build-operate, transfer-(BOT) in IT is a business concept where a company hires a third-party firm to create a new branch or product. At the end of the process, the entire subsidiary is transferred to the initiating party. The BOT allows to quickly create a team in a place where new opportunities exist for IT operations.





## Solution

IT Factory provides a good opportunity for your needs to organize a subsidiary in Central/Eastern Europe. We can swiftly build the infrastructure you need, such as office space and the recruitment team to kick off the IT operation in a very short time (weeks, rather than months...).

In fact, we already have a very comfortable office right in the center of Warsaw, where we conduct our day-to-day recruitment and placement activities. Your project/operations team can be quickly assembled, without much of your involvement – we'll take care of all your initial needs. Once the project is initiated, we will take the responsibility of running it, assuring you of monitoring all the activities and providing you with detailed status. At the end, you will be in position to transfer the products/team back to your organization, or to continue the cooperation with us for further activities. Our approach consists of the following phases:



### 1. BUILD

Quickly set up and create new product or subsidiary



### 2. OPERATE

Develop new product or subsidiary into full functional entity



### 3. TRANSFER

Transfer product / subsidiary ownership to requesting company

**Polish IT specialists have it ALL: expert knowledge, multi-language proficiency, courage and flexibility to work anywhere. Why not to use this opportunity?"**

*Kazimierz Przybyła, Business Development Manager*

## Build | Operate | Transfer Phases

<b>BUILD STAGE</b>	We create the subsidiary, based on the mutual agreement and taking into account your needs and requirements. This involves legally registering the company and setting up bank accounts and documentation. We will help with leasing office space and equipment and start selecting candidates for various roles in a project. Hiring workers for the subsidiary, and signing agreements will be completely on our side.
<b>OPERATE STAGE</b>	Once your branch/subsidiary is set up, IT Factory will put it into a fully functional organization. Our office workers, human resources and accounting personnel is already in place to make your operations self-sufficient. The support structure is put in place to ensure that it can operate on its own.
<b>TRANSFER STAGE</b>	The ownership of the branch is transferred from Poland to the originating company and all its capital and personnel are transferred. From this point, the branch will become fully part of the requesting company and ready to immediately begin operations.



**IT Factory (...) delivered the agreed services in the manner closely aligned with the Client's demands. The expertise level of proposed specialists to work on projects at the Bank was always very high.**

*Top 3 Polish Bank*

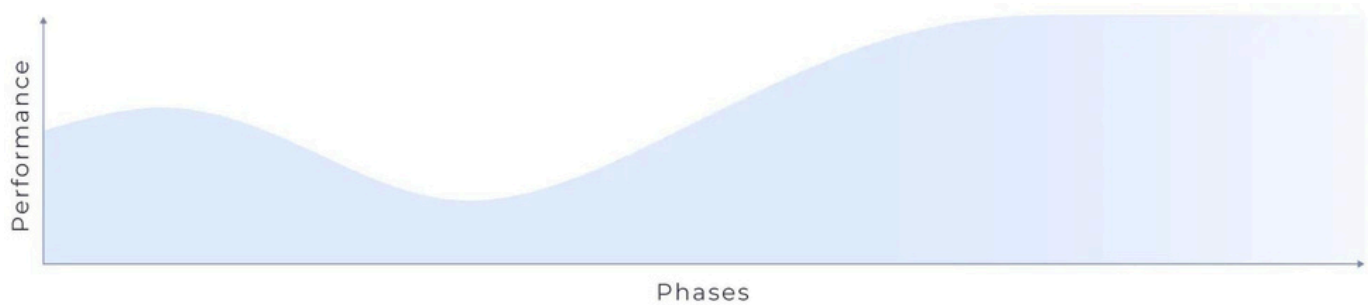
## Our BOT process in 3 steps

BUILD	OPERATE	TRANSFER
Negotiate contract details with the client, including transition schedule (contract).	Effectively lead and manage a well-selected team to enhance their productivity	Internal preparation of the IT Factory to hand over control to the Ordering Party
Choose the best cooperation model and location for IT Department Center (DC)	Monitor the leadership style and shaping proper team norms	Prepare IT Department (DC) for integration with the structures of the Ordering Party
Build the new team according to IT FACTORY procedure	Monitor the consistent implementation of goals and motivate individuals	Transfer control and ownership of the team to client when the parent entity is ready
Prepare the team for local laws and contract requirements	Manage the Onshore/Offshore organization in cooperation with the parent entity	Motivating team and resolving conflicts during rebranding
Organize the back office (company's main office, HR processes, payroll, benefits)	Make sure the team is well integrated and aligned with parents' entity needs	Finish the project with providing summary, feedback, retrospective, and references



# How do we build teams?

Phases of IT Factory Team Development Process, following Tuckman's Model.



FORMING	STORMING	NORMING	PERFORMING	ADJOURNING
team acquaintance	decrease in motivation	conflicts resolution	goal-oriented, effective work	shift to process orientation
the beginning of collaboration	initial conflicts (often related to different personalities, work styles)	mutual appreciation among team members	high motivation and trust	self-evaluation
understanding one's roles			flexible task rools	satisfaction
excitement, slight apprehension	questioning authority	team strengthening	consistent performance	anxiety about separation

Interested in discovering our approach to team formation? Check out our Team Leasing offer.



## Benefits

- Reduce time to value: The BOT model quickly enables new product or subsidiary creation.
- Access to a network of local partners: Contracting company ensures top candidates and partners.
- Reduce regulatory risk: Specialists create branches with local law and market knowledge.
- Easier scalability: BOT model allows fast, easy expansion and ownership transfer.
- Minimize effort before transfer: Contracting company manages leasing, hiring, and training.





IT FACTORY



# ARE YOU INTERESTED IN COLLABORATION?

Feel free to reach out to us, explore further details about our offerings, and arrange a consultation at your convenience.



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