



IT FACTORY

TEAM LEASING

We will build an entire team dedicated to your specific project needs or other activities, such as development, implementation and testing.



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Overview

Team Leasing is a popular practice among large and middle-sized employers to quickly complement their IT staffing needs for a reasonable price. Cooperation with IT Factory allows you to reduce recruitment and infrastructure costs, and at the same time gives you access to a wide pool of talented technology teams. Our offer is perfect for many situations, especially in projects of high dynamics and those that generate multiple tasks and need of careful coordination.

Team Leasing as proposed by IT Factory can be a great way to hire, retain talent quickly and form them into the teams especially when your company is rapidly growing. All you have to do is to identify the positions you need, list the necessary skills and determine how much budget you want to spend. We are supervising the entire process, and your company controls the results.

Challenge

Team building is one of the most important processes to carry out while managing a project. A well-selected and efficiently managed team, from the very beginning, can significantly influence the motivation of individual people in the team, motivate them to achieve better and even above-average results, and as a result, enable the entire team to achieve their goals and constantly improve their effectiveness.

Team building involves activities and techniques aimed at improving the team's internal functioning, and its goal is to strengthen the internal cooperation and concentration of employees around common tasks. The role of the team leader is to formulate clear goals and ensure their consistent implementation, including by shaping appropriate team norms, among others by shaping appropriate team norms, using an appropriate leadership style, properly motivating team members, and resolving conflicts.



Solution

Based on our experience, extensive network of contacts, and flexible recruitment team, IT Factory will take each step in the team building process quickly and confidently. The principles we follow in proposing a solution for you are based on the popular Tuckman theory.

Phases of Team Development

Developed according to 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

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

Forming Stage

PERSONAL TALENTS	<p>We use various tools to assess personal predispositions:</p> <ul style="list-style-type: none">• FRIS (styles of thinking and action for individuals or team),• MTQPLUS (tool that examines mental resilience dedicated for managers and leaders working under great stress or pressure),• ILM72 (leadership style study helps in development, coaching, succession and recruitment projects).
TEAM LEADER SELECTION	<p>Selection of an above-average team leader with key features: solid specialized education, ambition, honesty, empathy, intelligence, leadership, analytical, interpersonal skills and knowledge of project management methodologies with experience in implementation.</p>
RIGHT TEAM STRUCTURE	<p>In an effective team, individual employees fulfil appropriate roles, which should be well understood at the contracting stage. Imbalance in roles or the absence of key roles (diversity) can significantly hinder the team's performance.</p>
RIGHT TEAM SIZE	<p>In smaller scale projects, all people involved constitute a team that cooperates on an ongoing basis. The implementation of large projects usually requires close cooperation of key people, the participation of additional people performing their tasks individually and a project manager responsible for determining and supervising the composition of the central team.</p>

Storming Stage

CLEAR GOALS	<p>The team must have clearly formulated goals. They constitute a uniting element of the team and ensure the participation of individual employees in the implementation of common tasks. For goals to be understandable to the team, they must be precise, measurable, achievable, realistic, and time-bound.</p>
RIGHT TEAM NORMS	<p>Creating norms, such as adopted patterns of behaviour (punctuality, reliability, responsibility), is an essential element of team building. Team members expect certain behaviours from each other. The team puts pressure on those employees whose behaviour is not consistent with the patterns adopted by the group.</p>

Norming Stage

BEING A TEAM	The cohesiveness of the team, or the sense of common identity and solidarity (meetings, joint decisions) determines the strength of the team's influence on individual members. The more cohesive a team is, the greater compliance with membership norms by individual members.
INTERNAL COOPERATION	An effective team should be able to work as a unit, and this helps achieve common goals. Team members should learn about the strengths and weaknesses of other project participants. This creates internal team relationships, reduces competition, and helps others modify their behaviour to gain team acceptance.

Performing Stage

PERFORMANCE	Integrated and good selected team (with cooperation with team leader and Client) should have the best performance and final results.
RISK OF CONFLICTS	Monitoring the cooperation inside the team, work on better understanding the team member expectation to avoid future conflict (mitigate conflict risk).



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

Adjourning Stage

ACHIEVEMENTS	Recognizing change, providing an opportunity for summative team evaluation and for individual acknowledgments, celebrating team accomplishments (an 'after-party').
RECOGNITION	Recognition of team and individual effort, disbanding, shift to process orientation and continuous improvement.

Benefits

Team Leasing significantly reduces the investment expenditure of companies with the demand for IT specialists, while accelerating the acquisition of key competences. Leasing a software development team may be a recommended solution and offers the following benefits:

- Significant reduction: time up to 30% and 20-40% savings (HR and payroll costs)
- Coordination of all recruitment stages, standardization of procedures
- Increasing the quality, efficiency and flexibility of recruitment processes
- Access to expert market knowledge and unique know-how service provider
- Accuracy of forecasting and dynamic response to changing employment needs
- Cooperation with specialized recruiters
- Access to an extensive database of candidates and talents
- Reducing team members turnover thanks to factors related to good personnel matching





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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