

Design and Scale Up Your Software Engineering Team Quickly



**GROWTH
ACCELERATION**
PARTNERS





Design and Scale Up Your Software Engineering Team Quickly

So, you need to scale up your software engineering team. You also need to assign the best resources to a new project, and you need to do it yesterday.

What do you do?

Answer: Work with Growth Acceleration Partners (GAP) to build scalable software development teams and source talent for all your digital transformation functions.

GAP provides world-class software development services, digital transformation consulting and data solutions from countries close to the U.S., both geographically and culturally.



In this eBook, we show you how GAP can help you design and scale your engineering team for amazing results. Don't worry, this won't take long to read, we know you don't have that kind of time!

Featured Inside:

- > Your Urgent Need: An Experienced Team Invested in your Success
- > Let's Build Something Great Together
- > Let's Grow Together and Achieve New Milestones
- > Let's Plan for the Future

Your Urgent Need: An Experienced Team Invested in your Success

Whether you have an upcoming product release, need to execute a critical bug-fixing project, or want to accelerate your development or cloud migration efforts, you are under pressure to build a high-performing team with the right experience and skills.

But taking the time and money to expand your in-house development team won't be the most viable option if:

- You are under strict time or competitive constraints
- You have finite funds to hire additional, highly sought-after resources
- You need existing teams to spend time on strategic, value-adding tasks instead of recruitment activities

In all these situations, working with GAP is the best option because:

- Teams can be quickly spun up and managed by senior technology leaders without slowing down your existing team.
- Overall labor costs are reduced and you gain greater control over spending by only paying for the resources you use.
- Adapting to current and changing technical requirements over time becomes easier.

In addition to being the most viable option to scale your engineering teams, with GAP, you get a team with the expertise to drive your project's success. You don't have the burden of training or waiting for engineers to get up to speed. GAP brings clients the best engineering resources available, who know exactly what your project needs and have the experience to execute.

GAP's team extends your internal team.

We seamlessly integrate into your organization to increase its agility and improve its resilience to disruptive forces like attrition and market fluctuations.

Working with GAP stimulates your organization's innovation machine by bringing fresh, experienced approaches to engineering challenges — which boosts your competitiveness, reputation and ultimately, profitability.

GAP project teams can also manage all day-to-day operations and ensure uninterrupted business-as-usual, so you get full freedom to improve your core competencies and focus on driving your business strategy.

Let's Build Something Great Together

To innovate, grow and succeed, you need to strengthen three key areas of your business: technology, process and people.



Only then can you build a strong enterprise foundation that can grow with you. Unfortunately, foundation-building is not as easy as following a set of simple steps or ticking items off a checklist. You need a “people architecture” and tech stack based on your unique needs and flexible processes that contribute to your objectives in tangible ways. GAP dives deep to discover those unique needs and brings customized solutions that focus on you, your team and your strategic goals.

We optimize your processes with our unique “GAP Success Sequence” methodology



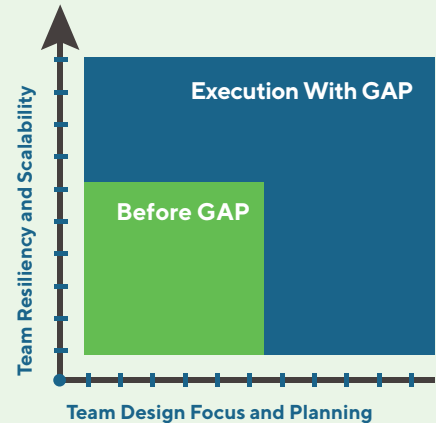
The Result: You get a process that works within your existing team dynamics, runs like clockwork and generates amazing results with minimal interventions or inputs from your side.

We ensure you get the right technology and people for your project at both the execution and leadership levels.

These resources work as a single unit to ensure seamless day-to-day execution and consistent, error-free output.

We also plan for the future so you continue to get great results throughout our engagement, and proactively identify and address possible stumbling blocks as early as possible. And we keep you in the loop so you are never caught unaware by an unexpected or undesirable development.

Due to our ability to deliver consistently over time, most of our clients have stayed with us for years – long past their initial projects.



GAP's 2NABOX Delivery System

GAP offers our clients a unique project management approach in the form of two specialized resources in the Americas working in tandem toward a single objective: to deliver an exceptional client experience.



This delivery system is known as “2NABOX” (GAP shorthand for “two leaders in a box”), which means the two individuals – one in the U.S. and one in LatAm – are fully accountable for a singular outcome.

And together, as your trusted advisors, these two direct contacts share responsibility and authority, working as a single unit toward ensuring your project’s success.

Let's Grow Together and Achieve New Milestones

No organization wants unmotivated or disengaged team members. These team members can become toxic to the culture and affect the entire team's productivity. And if they don't enjoy their work or see no scope for personal/professional growth, they will be heading for the exit door soon anyway. And while they may have been a negative influence, when they leave, turnover increases and result in poor outcomes for your company. This leaves you to start from scratch with even less time than you had when you started.

With GAP as your partner, you don't have to worry about any of these issues. Over the past 15+ years, we have learned that every team is a "living being" that requires constant nurturing and mentoring. That's why we provide regular training, implement best practices, and provide regular feedback for GAPsters. All these elements enable us to deliver consistent, high-quality engineering output and ensure steady project and team performance.

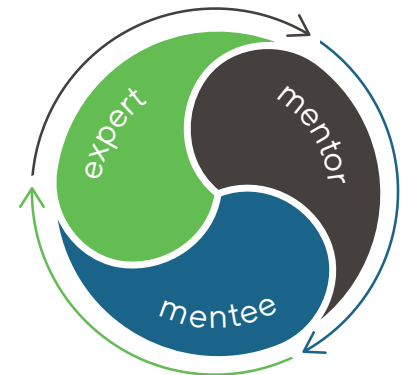
But our focus is not just on the here and now.

Instead, we take a long-term visionary approach to team building and, ultimately, to your success. We actively engage in succession planning to ensure we always have the right people in the right roles for you – today and tomorrow. We also provide our staff with numerous opportunities for growth and development, which is why our turnover rates are much lower than in many comparable organizations.

We have also implemented what we call a virtuous "cycle of development" that incorporates both many-to-one training and one-to-one mentoring.

Our training programs are designed to upgrade our staff's skills while mentoring drives their workplace engagement and motivation.

Moreover, mentors are leaders and coaches, while mentees learn from the best of the best. Many of our mentees become mentors themselves, thus creating a powerful ecosystem at GAP where learning is valued and drives excellent results – for everyone.



GAP's Cycle of Development

Finally, our strong employer brand enables us to attract and retain the best minds in the industry at the technical and leadership levels.

These competent resources know what it takes to deliver the best possible outcomes. Plus, they come fully prepared to adapt to your processes and frameworks, so they hit the ground running from day one.

No delays, no latency, and no waiting around to get started with your next project!

Let's Plan for the Future

Whether it's building the team, coordinating hiring boot camps, training the trainers, conducting refresher training courses across every layer of the team, or growing teams to match your changing requirements — we do it all, so you don't have to.

We have an extensive talent network to recruit and assign the best resources for your project.

Our team of GAPsters extends your internal team so you can focus on what you do best — strengthening your core competencies and refining the execution of your business strategy. Once we engage with you, we don't just get your team up and running; we manage it. Our average client engagement is 5-7 years, which means we are constantly delivering on projects with a vested interest in avoiding technical debt and building it the right way the first time.

With GAP, you have all the ingredients to design and scale a resilient team and organization.

And while we realize that great teams are not built in a day, we strive to get a high-performance team working on your project faster than you thought possible. We help you become more agile to better deal with unexpected challenges, maintain your competitive position, and prepare for future opportunities.

Of course, faster doesn't mean taking shortcuts! We create a solid team design and scale in a way that is sustainable; to give you the best possible long-term results. By cultivating trust from our first meeting to our annual reviews, we work together with you to build high-functioning engineering teams at lightning-fast speeds.

Ready to Build the Best and Most Resilient Team? Let's get started!

COLOMBIA

Calle 26, Sur # 48-41, 5th Floor
Envigado, Antioquia

UNITED STATES (INTERNATIONAL)

9130 Jollyville Rd, Suite 175
Austin, TX 78759

COSTA RICA

A016, Curridabat, 11801
San José, Costa Rica



**GROWTH
ACCELERATION
PARTNERS**