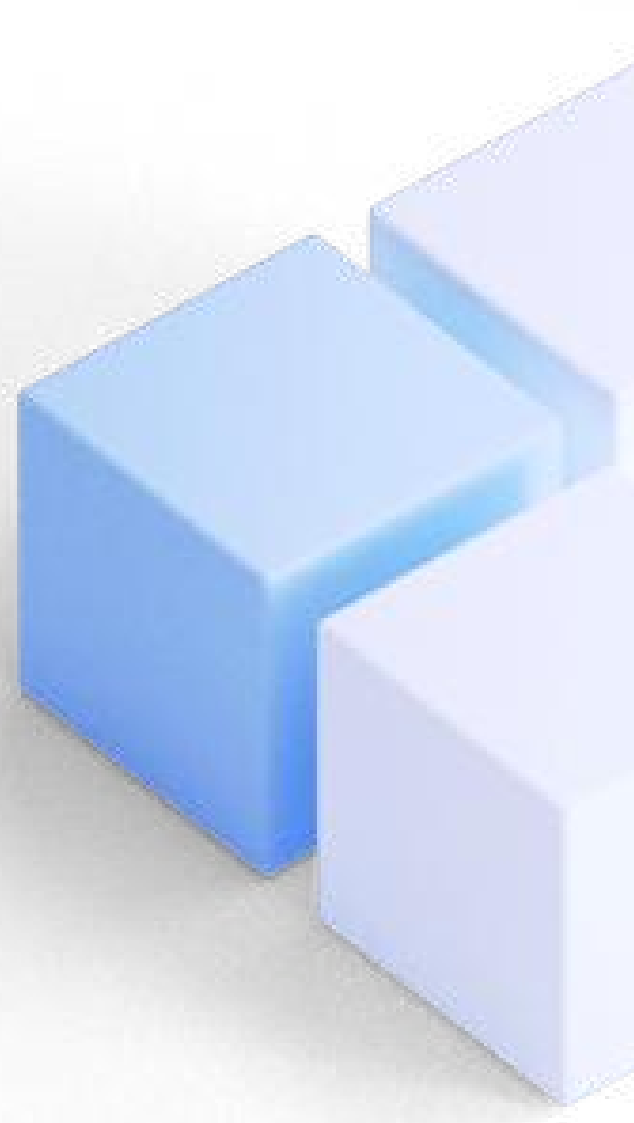**authentic** digital

Fintech dots, connected.

We are the technology partner for your business

Augmentation

Team Augmentation involves supplementing an existing workforce with specialised external talent to fill skill gaps or boost project capabilities. This flexible approach offers access to a global talent pool while maintaining control over project direction and management. Only experienced team members are available for this pricing model given the nature of the work:

- an individual needs to blend in a new environment,
- public holidays might differ and flexibility is a must,
- the person might be unable to affect management style and requirements,
- being an external member there might be a conflict between brand loyalty and values.

This model is not a first choice. It takes a while to find a cultural fit. We test this with Agile Team or Prototype plans.

Strengths

- Provides immediate access to high-level expertise and specialized skills not present in-house.
- Enables organisations to scale their workforce up or down based on project requirements.
- Brings in new ideas and methodologies, fostering innovation and creativity.

Weaknesses

- Augmented staff may face difficulties blending into existing team dynamics and understanding company culture.
- Maintaining consistent quality and performance standards can be challenging with external team members.
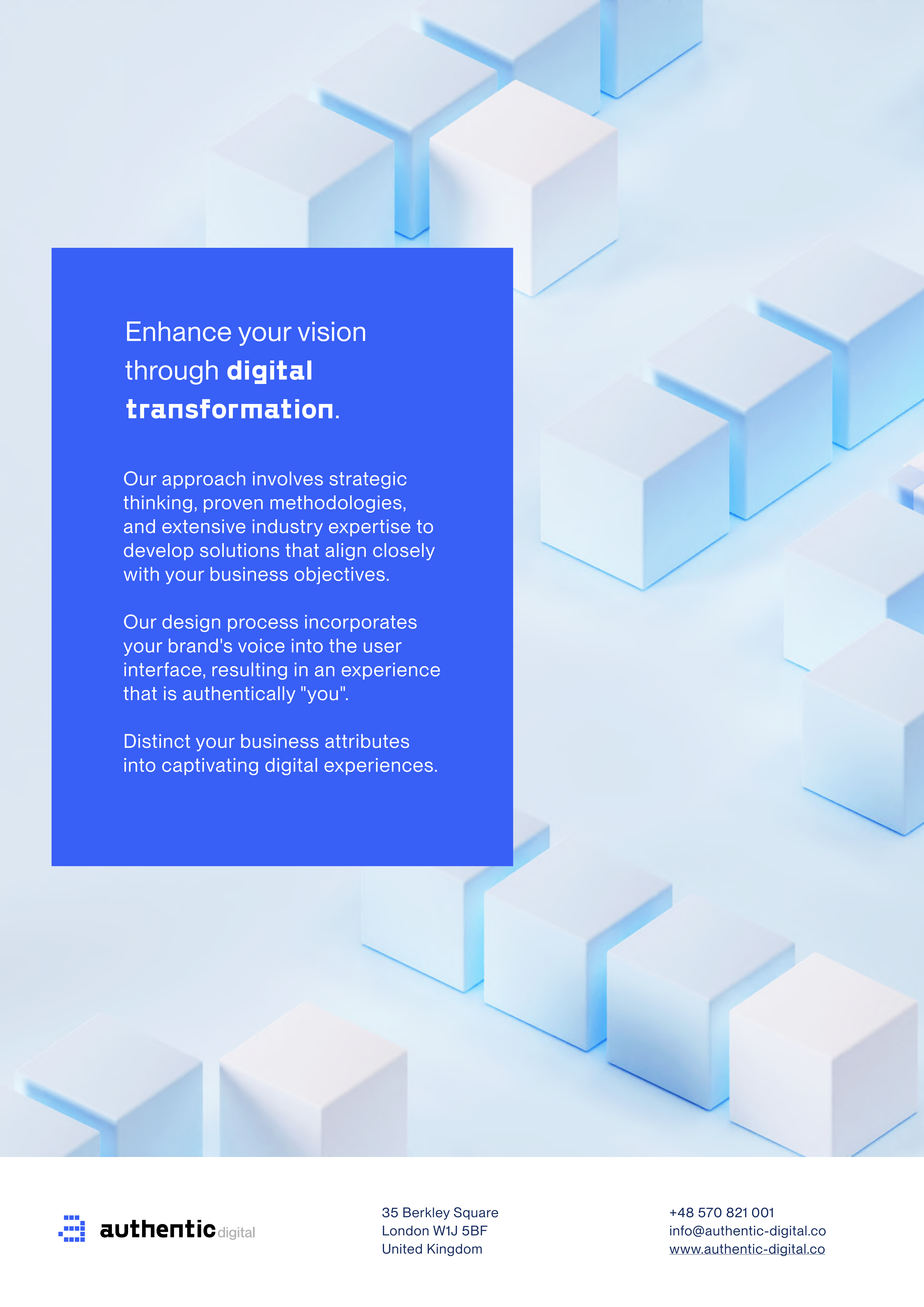- Over-reliance on external resources can lead to dependency, impacting long-term team development.

Opportunities

- Working with diverse, fresh talent, expanding the organisation's reach.
- Quick adaptation to changing market demands and technological advancements.
- Facilitation of business growth and expansion into new markets or technologies without the constraints of permanent hiring.

Threats

- Cultural differences between permanent and augmented staff can lead to misunderstandings and decreased morale.
- High demand for specialized skills can lead to competition and increased costs for top talent.
- Introducing external members to sensitive projects can increase security and confidentiality risks.

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