Scaling With Confidence
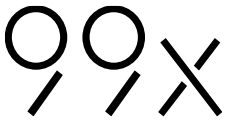
Why 99x Facilitated Teams?

99x.io

Growth and the need to scale are signs of success, but they also bring challenges, especially when expanding your tech team. Whether you're hiring in-house employees, bringing in consultants, or experimenting with remote workers, the anxiety is real.

What if someone could help you to source and manage your tech talent, so you can focus on scaling the business? **What if you found a development partner who understands your challenges across IP protection, team skills and competencies, cultural fit, information security, data privacy, while preserving your domain knowledge and delivering cost-effectively?**

This is exactly what we do to help our customers to scale with confidence. At 99x, we empower digital product and platform companies to create winning product experiences using our Facilitated Teams.

What do you look for in a tech partner?

Flexible **Capacity** to support growth

Compliance in security, privacy and IP protection

Access to **Competent** top talent & range of skills

Cost-effectiveness and productivity measures

Convenience of cultural-fit and team autonomy

What do you consider when having to scale and grow your tech team? Whether its your own hires, contracting through an agency, or sourcing remote workers, we find these 5Cs – **Capacity, Competency, Convenience, Compliance, Cost-effectiveness,** are the top considerations of product and platform companies. Let's take a closer look at each of these.

Capacity: As products go through cycles of growth and stabilization, you need a partner who can adapt to your evolving needs. This means working with someone who can extend your tech team into a flexible, long-term resource pool. You want a partner who can quickly scale up or down, responding efficiently to your business and scaling demands.

Competence: Your partner should offer more than just a single area of expertise. It's essential that they have the brand reputation to attract top talent within their region. Additionally, they should be versatile enough to provide a broad range of skills, including UX, Security, DevOps, Mobile, AI, and more.
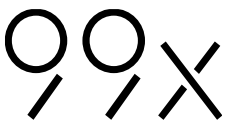
Compliance: Does your partner adhere to stringent data privacy, information security, and intellectual property protection standards? Certifications such as ISO 9001, ISO 27001, and ISO 27701 are crucial indicators that your data and code are being handled with the highest level of care and security.

Convenience: How well do the new team members fit culturally with your existing team? What is your partner's track record in this regard? It's crucial that the new members can work autonomously with minimal supervision. Additionally, consider who will take the responsibility for sourcing, onboarding, grooming, and retaining talent.

Cost-effectiveness: Does the partner add value beyond cost-arbitrage? Do you have real-time visibility on the team's productivity? Is your partner able to retain your key team members while preserving their domain knowledge of your product?

How 99x Facilitated Teams measure up

	99x Facilitated Team	Your own employees	Onsite consultants	Remote workers
Cost effectiveness: **Loaded resource cost**	Cost arbitrage	High cost	Highest cost	Cost arbitrage
Capacity: **Scaling on demand**	Flexible	Effort intensive	Highest cost	Effort intensive
Competency: **Skills/competence**	Top 1% of talent	Assured	Vendor dependent	High effort
Compliance: **Information security**	Assured	Assured	Vendor dependent	Exposed
Compliance: **Data privacy**	Fully managed	Assured	Vendor dependent	Exposed
Compliance: **IP protection**	Proven track record	Assured	Vendor dependent	Exposed
Convenience: **Management effort**	Low	High	Low	High
Convenience: **Culture fit**	Trained & specialized	High	High	Subjective on candidate
Convenience: **Team transitions**	Via overlaps	High transition and replacement cost	High transition and replacement cost	Exposed
Convenience: **Metrics and visibility**	Complementary	High licensing cost	High licensing cost	High licensing cost

What makes 99x's Facilitated Teams unique?

- **Greater cultural-fit** as 99x has worked exclusively with Scandinavian companies for over 20 years.
- **Enjoy peace of mind regarding your IP** as 99x has taken over 150 digital products to market with zero intellectual property disputes.
- **Leverage cost advantages** by using offshore teams in Sri Lanka and Malaysia. Avoid the high-risk of individual remote workers.
- **Experience convenience** as 99x owns the effort of sourcing, onboarding, grooming and retaining your tech team.

- **Gain visibility of your team** through our proprietary Flowyzer platform on team metrics such as productivity, quality and team health.
- **Access the top 1% of tech talent** through 99x's strong employer brand, recognized five times as a Top 25 Great Place to Work in Asia.
- **Manage your transition costs** as 99x offsets the cost of resource transitions and preserves domain knowledge through our Domain Competency Framework.
- **Scale up or down at your pace** based on your product roadmap and market demands.

What our customers say

(Capacity) (Competency) (Cost-effectiveness)   **carcare**

"...we started seeing a lot of interest in the platform, we realized the need to scale the development of the platform much faster and in a more structured way. It was impossible to do this in Sweden due to the high competition for tech talent... " *Lars Eriksson, CEO – Carcare*

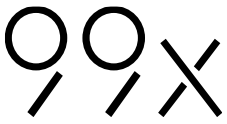(Capacity) (Convenience) (Competency)   **COMPELLO**

"We added some developers, and then when we needed it, added mobile developers. Now, the engagement scope covers development, manual and automated testing, performance testing and UX work across the entire product suite with a team of 28 engineers in Colombo." *Torgeir Lyngstad, Former Chief Technology Officer - Compello*

(Convenience) (Competency)   **carcare**

"We had some experience working with a remote team in India while in another company. However, there was quite a difference in a positive way when working with 99x. The main reason for this was the cultural adaptation." *Lars Eriksson, CEO - Carcare*

Capacity **Competency**

"We try to strive for as much autonomy as possible between teams and make it an agile process. We can do this because the team consists of skilled resources. We are not just buying bandwidth from Colombo but building a senior, capable team." *Karl Bendixby, Former VP, Global Engineering - Adra Trintech*

Capacity **Convenience** **Compliance** **Competency**

"Quality, business value and recruiting at scale - these are at the top of the list. I'm glad that 99x is able to keep pace with our growth needs." *Lars Eriksson, CEO - Carcare*

Convenience **Competency**

"We started looking for a partner and to be honest, started looking into companies closer to Norway. But then we got in touch with 99x and understood that they knew technology, were familiar with our way of working and importantly, understood our culture in a very good way as they had been working with Norwegian companies for a very long time, so that made it an easy choice for us." *Roger Gullhaug, Director of Development and Operations - Hatteland RamBase*

Top tech talent to scale with confidence

At 99x, the average customer partnership lasts over 5 years, with some extending even longer. For example, SuperOffice, has partnered with us for more than 18 years, while companies like Adra Trintech, Compello, Hatteland RamBase, BUS, UniMicro, and Boligmappa have enjoyed partnerships exceeding 10 years. While we provide exceptional product engineering, world-class compliance processes, all within a cost-effective framework, our greatest differentiator is the peace of mind our customers enjoy with our Facilitated Teams. Discover how you can scale your tech teams confidently and without fear.

99x : Co-creating Winning Product Experiences

We empower Digital Product Vendors to create Winning Product Experiences through our Facilitated Teams. By combining our expertise in **product engineering** and **product design**, we co-create products that achieve **market-fit** and **drive adoption**. Our Facilitated Teams provide clients with the capacity, competence, convenience, compliance, and cost-effectiveness needed for long-term success as their trusted partner. To learn more, download our Winning Product e-book here.