

# *Philip Morgan Consulting Research Briefing*

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*November 6, 2019 - v0.8*

ABSTRACT TODO

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The question at the heart of this study is simple: How large is the remote team you manage, why did you choose to work with remote developers, and what's difficult about it?

### *Key Findings*

1. F1
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## *All Findings*

This research used a short, focused questionnaire. Below are the summarized responses to each question.

*Q: “In the last year, have you recommended working remotely to others?”*

Of the 45 respondents who had managed dev team that is overseas OR a remote/distributed team that has just 2 or 3 hours/day of time zone overlap in the last year, 86.7% recommended it to others.

*Q: How many people are part of the team you manage?*

Number of team members	Count of respondents who indicated this team size - % of respondents
5	8 - 17.78%
10	6 - 13.33%
2	4 - 8.89%
4	4 - 8.89%
12	3 - 6.67%
30	3 - 6.67%
6	2 - 4.44%
7	2 - 4.44%
9	2 - 4.44%
15	2 - 4.44%
400	1 - 2.22%
1	1 - 2.22%
3	1 - 2.22%
16	1 - 2.22%
20	1 - 2.22%
24	1 - 2.22%
70	1 - 2.22%

*Q: What is the #1 reason your company chose to hire remote developers?*

I standardized the free-form answers to this question using a simple coding system. The tabulated coded responses are below. Note that some respondents provided more than one reason for choosing to hire remote developers.

Table 2: Team size distribution

teamsize	respondents	percentage
5	8	17.78%
10	6	13.33%
2	4	8.89%
4	4	8.89%
12	3	6.67%
30	3	6.67%
6	2	4.44%
7	2	4.44%
9	2	4.44%
15	2	4.44%
400	1	2.22%
1	1	2.22%
3	1	2.22%
16	1	2.22%
20	1	2.22%
24	1	2.22%
70	1	2.22%

Reason	Count of respondents who indicated this reason - % of respondents
Better talent	17 - 37.78%
Cost	17 - 37.78%
Scaling ease	4 - 8.89%
More velocity	3 - 6.67%
Preserve existing relationship through relocation	3 - 6.67%
Lifestyle	1 - 2.22%
more reliability	1 - 2.22%
No physical location	1 - 2.22%
Quality	1 - 2.22%
Unique project requirement(s)	1 - 2.22%

*Q: What seems to be more difficult when managing remote developers?*

I standardized the free-form answers to this question using a simple coding system. The tabulated coded responses are below. Note that some respondents provided more than difficulty in managing remote developers.

Reason	Count of respondents who indicated this difficulty - % of respondents
Communication	21 - 46.67%
Time zone overlap	8 - 17.78%
Management	7 - 15.56%
Team building	6 - 13.33%
Cultural differences	5 - 11.11%
Managing underperformers	3 - 6.67%
None	2 - 4.44%
Onboarding	2 - 4.44%

*Method*

In May 2019, I surveyed a group of Tech Leads and VP's of Engineering from Computer Software, Internet, and Information Technology and Services companies. This group was a convenience opt-in sample recruited using LinkedIn. I screened respondents by asking "In the last year, have you managed a dev team that is overseas OR a remote/distributed team that has just 2 or 3 hours/day of time zone overlap with you?"

- 56 people from LinkedIn completed the survey. 45 (80%) moved beyond the screener question.

*Open data*

You can inspect and use for your own purposes the anonymized survey responses generated by this research:

*Discussion*

I welcome discussion with you about the conclusions you might draw from this data, especially if they differ from mine.

*Brought To You By Philip Morgan Consulting*

I'm Philip Morgan, and I'm focused on helping dev shops cultivate, commercialize, and monetize expertise.

There's an underlying tension inherent in this expertise project: what dev shops need to do to cultivate exceptionally valuable expertise is often in direct conflict with what they need to do to serve clients – and generate revenue – today. My work helps resolve this tension.

Learn more: <https://philipmorganconsulting.com/research/>

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