

# TIPS FOR TECH LEADERS FOR BUILDING A GREAT TECH TEAM

STRATEGIC SYSTEMS INTERNATIONAL (SSI)



# A GREAT TECH TEAM REQUIRES A GREAT TECH LEADER

To design, develop and deploy innovative solutions with cutting-edge technologies such as Blockchain, Artificial Intelligence, Machine Learning, Cloud, and Internet of Things you need a great team, and it starts with a great leader.

A successful tech leader can build a great tech team and form relationships that bring everyone on the same page – to strive to work towards company goals and objectives. A tech leader must have these principal qualities as well as vision, communication skills, innovation, empathy, discipline, creativity, ability to inspire, critical thinking, and growth mindset.

## AN EFFECTIVE LEADER NEEDS TO DO THE FOLLOWING TO BUILD A HIGH-PERFORMING TEAM (1/2)

**Build the right culture and trust** - Strong core values of a company that support the company culture are crucial, these values are the driving force for the employees to create shared expectations

**Be a team player** - When tech leaders are team players, they share knowledge and empower others, encouraging conversations and creative thinking

**Build efficient processes** - Efficient processes, in turn, help close the gap between companies and their customers

**Integrate the best technology** - Tech investments should be the top priority for businesses. Integrating new digital technologies into the workflows helps scale up the productivity levels

**Empower** - Empowered employees have the responsibility and the authority to make decisions, they organize themselves around the tech leader

**Welcome diversity** - Diverse companies are more likely to be innovators; diversity enriches the pool of talent at work

## AN EFFECTIVE LEADER NEEDS TO DO THE FOLLOWING TO BUILD A HIGH-PERFORMING TEAM (2/2)

**Team building exercises** – Team building strategies help with increased productivity, encourage creativity, enhance communication, boost morale, build trust, identify leaders, inspire collaboration, and connect remote teams

**Recognize accomplishments** – Recognizing and rewarding accomplishments make the results of the team's work visible to the organization and motivate team players

**Deep Industry knowledge** – Deep industry knowledge, with all the ins and outs, gives a clearer sense of direction as to why you are building the team in the first place

**Think global** – According to a report by Velocity Global responses from 1,000 US and UK tech companies, decision-makers state that 65% of US tech companies and 46% of UK tech companies will increase their global remote workforce. The scalability and flexibility of global teams for tech companies have shown an upward trend, it has been accelerated as a result of the covid-19 pandemic

## FOLLOWING IS AN APPROACH TO HOW COMPANIES CONTINUOUSLY COLLABORATE, LEARN, AND ADAPT



## ABOUT THE AUTHOR

Rizwan Khan is an accomplished CTO with over twenty-five years of experience building teams, defining, and executing strategies, and delivering technology platforms in highly visible industries. Currently, Rizwan is a part of Strategic Systems International's executive leadership team based in Chicago. Following are some additional practical tips from Rizwan based on his experience

1. Hire a full-time CTO to have the right focus on building the tech culture, team, processes, and technology
2. Focus on solving one problem at a time, this will keep the team agile, so they can respond faster to customer and market feedback
3. Make sure tech leadership should involve the team on how and what to build
4. Communicate the strengths of the tech talent in your organization
5. Make sure experienced tech leads stay motivated to stay and thrive
6. Have a good communication structure to facilitate a common understanding of goals and processes
7. Do not be stingy with tech tools they can make a big difference
8. Think hard about tech talent career development, it's expensive (both in terms of time and money) to hire great developers and keep them

You can find more tips from Rizwan Khan on various technology-related topics on [CEO Tech Tips](#)

## WHY CHOOSE SSI

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- 30+ years history partnering with Fortune 500s and marketing leading tech firms
- We can build and scale a software development team within 4 to 8 weeks
- We hire top 5% global talent only
- Depth and breadth of tech expertise
- Mature software development processes
- An end-to-end service delivery partner

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