Brief Background

- Dice with Buddies is a turn-based asynchronous dice game based on the game Yahtzee
- #1 dice game on iOS and Android

Project Requirements

- Hasbro approached us in the fall of 2014 with the rights to Yahtzee

- 5 months to turn our existing Dice game into Yahtzee

- ….and localize the product in EFIGS

Challenges

·We could not slow down velocity on Dice

·Needed to grow the team

·Needed good engineers with localization experience

·No time to hire

Outsourcing Pros Vs Cons

Pro	Con
Available now	Requires more management
Cost (cheaper than internal development)	More difficult to communicate than internal teams
Redundancy	Timezone issues
Timezone (work while we sleep)	Quality isn't always as high as internal development
Easier to scale up & down	Higher product ownership from team members

Reasons To Not Outsource

- Working on potentially patentable material
- High security environment, e.g. banking
- You plan on licensing or selling the actual code

Initial Outsourcing Steps

- Our VP of production had previous outsourcing relationships
  - Sites like http://www.pixelprospector.com/indie-resources have directories of companies available
- Met internally to create a game plan
- Walked outsourcing team through the code
- Relayed plan for theming and localizing the game

Lessons Learned

- Way over managed the project (6 high level people)
- Had to ensure the team stayed in sync with internal team
- I personally code reviewed and merged everything
- Localization issues can delay the project

The Launch

·Hit all release dates, had a huge launch
- 1M downloads in just 4 days
- 50M turns played in 5 days
- #1 top free game (Google Play) in USA

·Doubled our DAU in a few weeks

·Internal team took over managing both games

·Wanted to grow both products faster…

Restructuring How We Worked With Outsourcing

Things we did differently

- Flew the team from Romania to LA to train
- Staggered release cycle instead co-development
- Changed daily commit review to weekly
- Picked tasks best suited for outsourcing

Restructuring How We Worked With Outsourcing (Cont.)

Things we continued doing

- Designing all the features
- Daily morning scrums

Initial Challenges

· Getting internal team excited about outsourcing

· Issues with code quality

· Getting team used to managing outsourcing team

- Burden mostly on team leads

· Schedule delays now has a ripple effect

- Delays are more expensive

Advice For A Successful Outsourcing Relationship

·Meeting the people that will actually work on the product

- In person is best, video chat second best

- Establish a working relationship

Advice For A Successful Outsourcing Relationship (Cont.)

·Walking team through code base, be honest about the quality

·Go through the same training process you would with internal new hire

- Don't compromise on code quality / process

- Treat as if it was internal employee

Advice For A Successful Outsourcing Relationship (Cont.)

·Be precise in documentation

·Concise communication especially with different first language teams

·Get internal team onboard with outsourcing

·Hold a weekly sign off process on the code

Advice For A Successful Outsourcing Relationship (Cont.)

· Encourage surfacing problems early on

· More isolation in code means less merge conflicts and dependencies

· Use timezones to your advantage

Questions