

How to Hire Spectacular Drupal Developers in Latin America

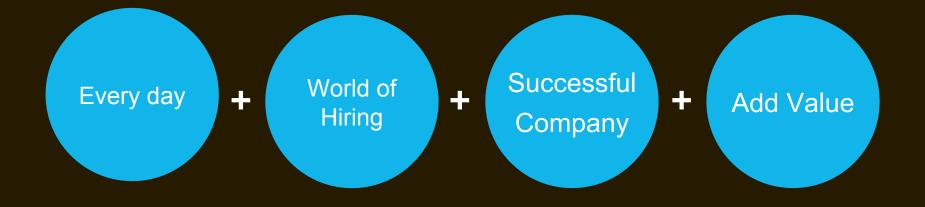
What are you going to learn? Hopefully something useful





Why you should listen to me? Not sure if you should





The Black Box Problem

It's going to be OK



What is the black box problem

- Hired this unknown vendor
- Send tasks and timelines without much involvement
- Expect a perfect product back

What to look for Not always what you think



Culture

- Personality and taste
- TV programs
- Food
- Hobies
- Travel
- Expect a difference, of course

Locus of Control

• It matters

External Locus of Control

Individual believes that his/her behaviour is guided by fate, luck, or other external circumstances

Internal Locus of Control

Individual believes that his/her behaviour is guided by his/her personal decisions and efforts.

Americans



Hispanics

Communication Expectations

- Because of locus of control, you have to make sure expectations are clear
- Explain Expectations
- Ask for daily reports
- Have constant communication
 - Twice a day: mornings, afternoons

How to Hire Do your homework, get involved



Interviews

- Personality interviews
- Communication interviews
- Client facing interviews

Code Challenges

Live Challenges2-3 days Challenges

Short Term Trial

- Get Involved in the Trial
- Be patient
- Don't judge on Env Setup

How to Maintain the Relationship How to "live happily ever after" with the relationship



Come and Visit

- Travel and visit who you are working with
- Meeting people in person always improves the relationship
- Do some turism

Get to Know Who You Work With

- Sit next to the person to see their working habits
- Talk with them about other stuff including hobbies and dreams
- Tell good stories about you and let them tell stories
- At the end, this is a human relationship

Bring them Over

- Improves their morale
- Open their minds
- You'll have a motivated worker that is willing to do a lot



Tools What you can do to take action now



Tools You Can Use

- Daily Reports
- Chat Scrums



Thanks :)

Questions?

