

AppFolio Vision Statement

Project Title: Synergi

Team Name: O(MG)

Team Lead: Cambria Tolsma (cambriatolsma@ucsb.edu)

Team Scribe: Rucha Kolhatkar (r_s_kolhatkar@ucsb.edu)

Team Members:

Rain Wang (runyu@ucsb.edu)

Kyle Gusdorf (kgusdorf@ucsb.edu)

Hill Xiong (junfengxiong@ucsb.edu)

What is the problem?

In most companies, managers have a difficult time quantifying the non-numerical progress of their teams: how individuals are feeling, how they are working with one another, and other similar social aspects. With many teams now being semi- or mostly remote, and with individual employees working across more than one team, the challenge to gauge how one's team is doing outside of completed tasks or projects is even greater than ever before. Not only this, but without consistent face-to-face interaction, employees have fewer opportunities to privately voice concerns to their managers or demonstrate a team's lack of cohesion. If employees cannot express their feelings properly, companies may lose employees due to burn out from mismatched teams or even "toxic working environments". Both managers and employees need a tool to allow for open communication about the non-quantitative aspects of their teams.

How is the problem being solved?

One solution, and seemingly the most popular, is having monthly, weekly, or daily meetings. However, these do little to bridge the gap, as people are hesitant to mention issues they have with the project or team in front of all their other team members. When issues are brought up in a team setting, it often causes unnecessary drama or fractures in the team.

Another solution is sending out surveys periodically. However most of the time these surveys are just one-time things and are discarded afterwards. They may be more revealing than meetings, but fail to track overall team progress. However, with both meetings and surveys, employees may not always be honest in their responses. Without guarantee of anonymity, it can

be hard for their manager to get the full picture of how they're doing and how well they're working with their team.

How will we solve this problem?

We will create a web application that will allow managers to have simple and meaningful insight into their teams' synergy and performance. Employees will be able to provide both identified and anonymized feedback about how well they're working with their fellow team members. They will receive reminders at regular intervals so managers can monitor trends over time. Managers can observe trends from the data and use it to make decisions regarding the division of labor or redistribute members if needed.

Implementation Choices:

- We will use Ruby on Rails to make a web-app for our MVP, because our mentors have expertise in this framework.
- ReactJS for front-end application interface
- SQL Database to store employee response data
- Potential mobile app used to collect employee responses and deliver reminders

Milestones:

- **Features:**
 - Login system for managers
 - Database to store responses
 - Initial prototype of survey/questionnaire
 - Tracking and modeling data
- **Stretch Goals:**
 - AI/Machine Learning (more advanced: using NLP) that analyzes survey answers
 - Managers can make notes of what actions they took to improve certain situations and connect it with the data
 - Automatic email notifications
 - Integrate Trello issues into data