## **Introduction: Elevating the Leader Journey**

Our goal is to transform the traditional learning process into a dynamic, interactive journey. By leveraging gamification, we aim to make participant progress visible and celebrated, fostering a vibrant, engaged community within each cohort. Crucially, this initiative will also serve as a strategic tool to precisely identify and nurture top-tier talent for BVisionRY's exclusive leader pool.

This is to create a program experience where every step of a leader's growth is visible, celebrated, and deeply engaging. Inspired by engaging with the fitness challenge (Android monthly steps count challenges), this platform will allow each cohort participant to visually track their own progress and that of their peers, fostering a vibrant community of driven learners.

More than just a tracker, it will serve as a strategic tool to recognize and nurture the most promising talent for BVisionRY's exclusive leader pool.

## **Product Requirements & Features**

This interactive experience will be initially delivered as a web application, accessible within the existing BVisionRY platform upon participant login.

### **1. Progress Display & Cohort Visibility**

* Cohort-Specific Dashboard: Each participant will have a personalized dashboard displaying their progress within their specific cohort. They will see the names and interactive avatars of all fellow cohort members.
* Admin Global View: As an administrator, we will have a comprehensive view of all participants across all cohorts, enabling macro-level oversight and insights.
* Business Client Team View: For corporate clients, a dedicated dashboard will provide a clear, aggregated overview of their participating team members' collective progress, milestones, and overall engagement.
* Interactive Avatars (optional at initial stage): Participants can select from a set of BVisionRY-designed avatars to personalize their representation on the tracker. Their real name will be displayed alongside their chosen avatar.
* Themed Module Progression: Each module will have a unique, visually distinct theme that represents the stage of the leadership journey.
  + Module 1 (Train Station): Visual progression could involve participants' avatars moving along train stations, or collecting "tickets" as assignments/tasks are completed.
  + Module 2 (Airplane): Progress could be depicted by an airplane advancing along a flight path, gaining altitude, or completing "missions" as module tasks are finished.
  + Future Modules: The theme will be determined at a later stage when the automation work is completed by Razan.
* Visual Progress Indicators within Modules: Within each module's theme, clear visual indicators will show participants' advancement through specific assignments and practice tasks.

### **2. Progress Tracking & Milestone Recognition**

* Assignment & Task Completion Tracking: The primary metric for progress will be the submission of required assignments. This includes presentations that are part of an assignment. Some are automatic when participants submit their tasks, others will be completed by the trainer during sessions and review of assignments.
* Module Completion Milestones: Participants will achieve a "Mission Complete" status upon successful completion of all required assignments and tasks within a module, visually signifying their advancement to the next themed module.
* "On-Time" Submission Recognition:
  + Deadline Adherence: "On time" is strictly defined as meeting the stated deadline for each assignment. No early submission bonus or grace periods will be applied, emphasizing reflection over speed.
  + Automated Tracking: The system will automatically log the submission time against the set deadline.
* Activity-Based Progress (Future Consideration): While not V1, the system should allow for potential future integration of other progress indicators like attendance, reading material completion, or practiced tools, if data becomes available.

### **3. Gamification & Reward System**

* Tiered Achievement Recognition (Stars/Trophies): For each assignment, participants can earn a visual reward based on submission time and quality:
  + Bright Gold Star/Trophy: Awarded for on-time submission with high-quality work.
  + Dark Silver Star/Trophy: Awarded for late submission but with high-quality work.
  + No Star/Trophy: For low-quality work or non-submission.
* "Mission Complete" Visuals: Upon completing a module, a distinct "Mission Complete" visual (e.g., a flag planted, a landing animation) will be displayed for the participant and visible on their cohort's tracker.
* Notifications: All cohort participants will receive a notification when one of their peers earns a star/trophy and a congratulations for celebration.

### **4. Quality Assessment & Exclusive Pool Identification**

* Integrated Quality Grade Display: The "quality grade" for each submitted assignment will be captured and visible within the participant's progress view, likely integrated with the star/trophy system (e.g., the visual tier of the star/trophy directly indicates quality).
* Quality Grade Source: The system needs to be able to ingest or display quality grades determined externally (e.g., by instructors/coaches via a rubric or scoring system). The method for assigning this quality grade must be clearly defined by BVisionRY.
* Automated Exclusive Pool Qualification Logic: The platform will include a backend logic to identify participants who qualify for the exclusive leader pool.
  + Qualification Criteria: This will be based on a pre-defined combination of consistent on-time submissions and sustained high-quality grades across the program's modules and assignments (e.g., "Achieve 'Bright Gold Stars/Trophies' for at least X% of all assignments, and maintain an average quality score of Y").
  + Internal Trigger Only: Qualification for the exclusive pool will be an internal trigger for BVisionRY administrators.

## **Learning Platform Requirements: Core Functionality**

Our goal is to create a user-friendly learning platform that supports structured, interactive learning for our participants, building on the excellent gamification draft you've already shown.

This platform will be crucial for delivering content, managing assignments, and facilitating interaction for all four modules.

### **Phase 1: Self-Learning & Automated Content Delivery (Module 1, Part 1)**

The first part of Module 1 is a self-learning phase, where participants will work towards completing their Leadership Development Plan (LDP) as their initial assignment. To support this, we need the platform to:

1. **Content Delivery System:**
   * **Automated Daily Release:** The platform must allow me (as the administrator) to pre-set content to be delivered automatically to participants at specific, pre-determined times (e.g., daily at 9 AM, or every other day).
   * **Link Integration:** This automated content will be shared as a **link** (e.g., a link to a website page that I have created and hosted on Odoo). The platform needs to display this link clearly to participants.
   * **Daily Content Structure (Content of the Link):** Each daily delivery will contain four elements:
     + An Introduction
     + A description of the purpose
     + The process of work
     + A question or task to work on
   * **Participant View:** Participants should receive and view this content directly on the platform.
2. **Assignment Submissions (LDP & Future Assignments):**
   * **URL Link Submissions:** All assignments, including the LDP, need to be submitted by participants as **URL links**. This means participants will complete their work elsewhere (e.g., a Google Doc, a shared drive) and submit the link to that work on the platform.
   * **Centralized Data Filing:** To figure out a way for all this submitted data (the URL links for each assignment) to be **filed and organized in one central place for each individual participant**. This will ensure easy access and tracking of each participant's progress and completed assignments.

### **Phase 2: Live Session Support & Post-Workshop Assignments**

After the self-learning phase, we move into weekly live sessions, and the platform needs to support these as well:

1. **Post-Workshop Assignment Delivery:**
   * After each weekly live workshop, I will share an assignment with participants.
   * The platform needs a way for me to post or share these assignments.
   * Participants should be able to access these assignments easily through the platform.

**Program Outline:**

Module I

1. Start with self learning- 10 stations to complete assignment 1- Leadership Development Plan
2. Workshop 1- Present LDPs & Continuous learning- Assignment 2- Continuous Learning Plan
3. Workshop 2- Emotional Intelligence & Self-Reflection- Assignment 3- Share their experience with reflection & prepare for their presentations
4. Workshop 3- Present for Follow up, Feedback & the Leadership Mirror- Assignment 4- share their experience from presenting to their manager.

Modul II

1. Start with self learning- 3 zones to complete assignment 1- Team Vision & preparation Assignment & presentation
2. Workshop 1- Team Vision & Execution Clarity- Present & Feedback- Assignment 2- Experience from presenting it to their manager & final Draft
3. Workshop 2- Feedback that Builds Ownership- Assignment 3- A plan for their Team observation
4. Powerful Questions & Coaching Conversation- Assignment 4- Run 1:1s & complete plan with team input

Module III

1. Workshop 1- The art of I:1- Assignment 1- share their experience from running their 1:1s
2. Workshop 2- Managing team performance- Assignment 2- share their performance plan
3. Workshop 3- Delegation without Pushback- Assignment 3- Delegation Plan
4. Assignment 4- Experience from delegating a task

Module IV

1. Workshop 1- Growth Mindset- Assignment 1- Share presentation on mindset Shift through the program
2. Workshop 2- Positive & Stress Enhancing Mindset- Assignment 2- Energy redirection experience
3. Assignment 3- Shift an obstacle to an opportunity