# **Gid AI - README**

## Overview

## Gid is an easy-to-use SaaS solution that addresses a challenge nearly every growing company faces: managers often have limited resources and time to prepare for interactions with employees, which can lead to disengagement and weaken company culture and overall success.

## Accessible on any phone, Gid provides straightforward support for managers and employees, enhancing satisfaction and consistency throughout the organization. With 75 adjustable management traits™, Gid aligns interactions with the company’s mission, culture, values, policies, and procedures. It offers practical guidance and can interact directly with employees, supporting daily engagements through a RAG approach that updates continuously with real-time insights. By tracking interaction histories, Gid refines future engagements to help managers achieve company goals, benefiting both employees and managers.

## Core Mission

## Transform every manager-employee interaction into an opportunity for both to improve themselves and the business, turning each engagement into a catalyst for mutual growth and organizational success.

## Key Features

## Accessible and User-Friendly Platform

## A solution designed for managers and employees, providing on-the-floor accessibility anytime via SMS, email, or a web-based application. Gid AI ensures an intuitive interface that empowers users to leverage insights and tools effortlessly in their daily workflows.

## Adaptability with 75 Adjustable Management Traits™

## Gid AI’s core strength lies in its unparalleled flexibility, aligning seamlessly with any organization’s mission, vision, values, and culture. It’s 75 fully customizable management traits, adjustable on a scale of 1 to 10, enable tailored interventions to meet the unique needs of employees, managers, and the organization. This adaptability makes Gid deployable globally while respecting cultural nuances and industry-specific demands.

## AI-Driven, Real-Time Recommendations

## Powered by Generative AI with Retrieval-Augmented Generation (RAG) architecture, Gid AI delivers real-time, actionable insights. The machine learning models continuously evolve to reflect dynamic business needs and employee data, ensuring every recommendation is personalized to the employee’s historical and situational context.

## Grounded in Proven Management Practices

## Gid AI’s interventions and recommendations are underpinned by MBA-level management tools and methodologies. This foundation ensures evidence-based strategies that drive effective decision-making and enhance organizational performance.

## Problem Gid Solves

Many managers lack the tools or training needed to navigate complex team dynamics effectively. Good managers often don’t have the time to prepare holistically for each interaction. Existing HR tools are inflexible, failing to align with a company’s mission, culture, and unique employee needs

Studies like Gallup's reveal that by 2024, 50% of employees have left a job to escape their manager, and managerial interactions account for 70% of the variance in employee engagement. In North America:

* Only 30% of employees are engaged at work.
* Only 35% of managers are engaged at work.

This issue stems from two main factors:

* Managers placed in roles without adequate training and tools.
* Good managers often lacking time or resources to effectively prepare for employee interactions, even with a full HR department to support them.

Technical Overview

Core Architecture

* Utilizes Generative AI with Retrieval-Augmented Generation (RAG) to deliver dynamic, real-time updates and precise, actionable recommendations.

Model Foundation

* Based on Gemini 1.5 Pro (version 0002) as the foundational model.
* Further trained using a Pipeline RLHF (Reinforcement Learning with Human Feedback) to develop the proprietary Gid 7 model, optimized for personalized management interventions.

Key Cloud Tools

* Vertex AI: Implements custom machine learning models tailored to each organization’s unique needs.
* Firestore: Manages real-time data for seamless interaction and updates.
* Cloud SQL: Stores structured employee and organizational data securely.

Access Points

* Accessibility extended via SMS and email to ensure flexible user interaction.
* A single web-based mobile application, integrating chat functionality and notifications.

Data Retention and Adaptability

* Retains all interactions to continuously enhance future recommendations and interventions.
* Machine learning models evolve to reflect changing business needs and employee contexts.

## Changelog

## v1.0.0 (Initial Prototype - MAIA)

## Conducted initial tests using ChatGPT and custom GPT models to evaluate AI's ability to interact effectively with employees.

## Focused on aligning interactions with a company’s mission and values for personalized engagement.

## v1.0.1

## Expanded functionality by integrating company policies and procedures into the AI’s recommendations.

## v1.2 (Advanced Prototype - MAIA)

## Transitioned training to Vertex AI using Model Garden, with Gemma 2B as the foundational model.

## Introduced 22 Adjustable Management Traits™ to enable basic customization of management styles.

## Identified the need for more traits to achieve balanced and consistent responses.

## v1.2.2

## Increased to 75 Adjustable Management Traits™, providing a robust framework for customization.

## Achieved coherent and contextually accurate responses, even with significant adjustments to management traits.

## v1.3.1

## Continued training on Vertex AI, utilizing Gemini 1.0 (base model for foundational AI capabilities).

## Enhanced the system’s adaptability and response accuracy through customization.

v1.4.1

* Initiated experiments to train the model using buckets, organizing data into structured categories to improve contextual understanding and response generation.

v1.5.1

* Implemented a new approach where the model referred to tags within buckets for each query, aiming to enhance precision and relevance in responses. (cost too much $$$)
* Observed improvements in the model’s ability to retrieve contextually appropriate information but encountered performance limitations with real-time retrieval (can’t find a way to use RAG in training)

v1.5.2

* Integrated Pipelines to automate parts of the training, enabling faster iteration and better alignment with organizational requirements.

v1.5.3

* Refined the use of Pipelines for model training, achieving more structured and scalable workflows.
* Addition of MBA-level management techniques for model training (Kotter's change management, McKinsey's 7S Framework, Balanced Scorecard, Herzberg's Two-Factor Theory, Tuckman's stages of team development, etc.)

**v2.0 (Current Version - Gid AI)**

## Upgraded to Gemini 1.5 Pro (0002) as the foundational model, enabling support for images and documents in recommendations. (done)

## Adopted a custom training pipeline leveraging Reinforcement Learning with Human Feedback (RLHF) to refine the proprietary Gid 7 model. (done)

## Finalized integration of 75 Adjustable Management Traits™ for comprehensive alignment with company mission, vision, culture, policies, and procedures. (In progress)

## Implemented a Retrieval-Augmented Generation (RAG) architecture for real-time updates and a holistic view of employee records. (Pending)

## Development Phases

## Phase 1: MVP Development (In Progress)

## A functional AI model (Gid 7) designed to align with the company’s mission, vision, culture, policies, and procedures. This ensures that interventions and recommendations are fully personalized to the organization’s unique context.

## The system will integrates Retrieval-Augmented Generation (RAG) architecture, enabling real-time updates to employee records. This functionality ensures that interventions are based on a holistic view of the situation, combining historical data and up-to-date insights for effective decision-making.

## A responsive and accessible application is being developed to ensure an intuitive user experience.

## SMS and email channels are being implemented to facilitate communication with Gid outside the app.

Phase 2: Post-Launch Enhancements

* iOS (first) and Android apps
* Employee-Facing Tools for Feedback and Development
* Incorporate scheduling systems and time management integrations to streamline planning and improve operational efficiency.
* Upgrade AI models to better adapt to evolving organizational needs, ensuring personalized and actionable recommendations remain relevant over time.

Phase 3: Engagement and Continuous Improvement Platform

* Voice call recognition
* Develop a dedicated platform for real-time feedback, personalized training resources, and employee development plans.
* Introduce tools that help align individual employee objectives with overarching company goals to foster engagement and drive retention.

## Team

Alexandre Verville (Co-Founder & CEO)

* Business Strategy and Vision
* Develops and communicates the overarching vision, mission, and strategic goals of Gid AI, ensuring alignment with long-term growth objectives.
* Operations Management
* Oversees daily operations to ensure streamlined workflows and efficiency across all departments.
* Investor Relations and Fundraising
* Leads fundraising efforts, managing relationships with investors, venture capital firms, and other funding sources to secure necessary capital for growth.
* Financial Oversight
* Establishes and monitors financial goals, including budgeting and forecasting, ensuring profitability and cost management.
* Team Leadership and Culture
* Builds and supports a strong management team, fostering a positive and productive company culture.
* Partnership Development
* Identifies and negotiates strategic partnerships that enhance the Company's growth, market presence, and brand reputation.

Harsh Bhardwaj (Co-Founder & CTO)

* Technology Strategy and Innovation
* Defines the technical vision and roadmap, aligning with Gid AI’s strategic goals and incorporating industry-leading innovations.
* Product Development and Management
* Oversees all stages of product development, from concept to deployment, ensuring adherence to timelines and deliverables.
* Infrastructure and Scalability
* Designs and maintains the technology infrastructure, prioritizing scalability, reliability, and robust security.
* Technical Team Management
* Recruits, mentors, and leads engineering and development teams, fostering collaboration and a culture of innovation.
* Quality Assurance
* Establishes rigorous standards for code quality, testing, and deployment to ensure product performance and reliability.
* Compliance and Security
* Ensures all technological solutions adhere to industry standards and regulations, particularly regarding data security and privacy.

Co-Founders’ Mission

Collaborate to act in the best interests of Gid AI, focusing on securing critical growth milestones, maintaining investor relations, and driving the Company’s strategic success.

## Contact

For more information, visit www.GidAI.com or reach out to us directly:

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