

Commitment Reward

README Overview

What the Project does

Every organisation of substantive size in the world has the same problem / opportunity; which is “How can I get more from the employees I currently have?”. This is the entry level of the Project.

The current method used to address this is currently being operated as a manual Process in an Australian engineering service company. They are a Present Group Developments (PGD) client.

The first intent of the current Process is to reward employees based on their commitment - the discretionary effort put in. People operate the Process autonomously, increasing commitment.

The aim of this Project stage is to turn the Process into a System. This requires developers. PGD are seasoned business people, used to working collaboratively with developer teams.

The Project involves building a block-chain System in the Polkadot / Kusama environment. Developers familiar with that ecosystem, it's tool-sets and broader intentions are needed.

Why the Project is useful

Traditional approaches in business require managers to get the most out of employees. This Project turns employees into Participants - operating as business people. It gives Participants autonomy, which means fewer managers. It gives them a stake in the success of a business.

This is useful / beneficial in two ways: Firstly, to a business, there is lower overhead and far greater productivity; secondly, to Participants, there is autonomy, satisfaction and post-scarcity.

Operating this Process as a System achieves two broader useful aims: Firstly, the System is more automated, making it easier to use; secondly, it is exportable to other global companies.

There are currently on-chain and off-chain aspects to the Process. Developers are better placed to advise on the System architecture. This is within the context of the Polkadot ecosystem, the stated intentions of extension to the same, and the roll-out aims of the next Project stages.

This Project is the first of a number of stages to build a system in the Polkadot ecosystem.

How users can get started with the project

The first stage in this Project is to make a submission to Parity / Polkadot / Kusama / Web3 (Polkadot). This may be through the Grants or Projects routes - or both. This document format has been prepared to comply with the GitHub README structure as a prerequisite condition.

Users - as developers - won't be able to get started with the Project (under the Project or Grants pathways), until it has been authorised by Polkadot. There will be no pull requests until then.

Users - as end users of the Process have already started the Project. As end users of the System, they will collaborate with developers. This is consistent with the Minimal Viable Product (MVP) approach PGD uses to good effect. This Project is the first stage of a multi-stage build.

The end of one Project stage defines the starting point for the next stage. The next stages have been discussed with PGD's Australian clients. Each stage address problems / opportunities common to organisations globally. This Project has boundaries, but is part of a larger series.

Where users can get help with your project

Once endorsed by Polkadot, there will be a Project team established. This will be a mix of end-users (for testing), developers (for building), sponsors (for architecture) and validators (for endorsement that what is built - probably in Kusama - can be connected to the main chain).

All parties are required for proper Project governance and delivery. Upon endorsement, PGD will need Polkadot guidance, as only developers endorsed by them can work on the Project.

Who maintains and contributes to the project

Once the Project turns the Process into a System, maintenance will be required. In addition, maintenance needs to be done within the context of the architectural framework of Polkadot.

It follows that maintainers will be required, They will not be appointed through standard GitHub open-market methods, but will be endorsed and even authorised by Polkadot with PGD input.

The same applies to Project contributors as it does to maintainers. They will not be appointed without Polkadot endorsement since coding and structure needs to be congruent with Polkadot.

It is PGD's intention upon completion of this Project and subsequent stages in the roadmap, to monetise the System in two ways: Firstly, to enlist additional paying clients in addition to the current Australian client; secondly, to pursue an ICO / PLO approach with Polkadot guidance.

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Summary

The monetisation strategies outlined in the previous section have a number of intentions:

- Marketing the System, through progressive Project stages, to new paying clients globally
- Funding progressive Project stages (with Polkadot overview and potential grant assistance)
- Financing inevitable maintenance of the System as it, and its ecosystem, change over time
- Continue to measure user community / customer satisfaction to help shape build intentions
- Provide a way to adapt to integrated operation with other functional ecosystem offerings
- Achieve a financial return after 'costs' associated with the items listed above
- Accelerate the uptake of Polkadot use as an ecosystem, which increases Polkadot valuation
- Strive to achieve the principles of post-scarcity, self-direction and dignity which are our aims

A Project - and subsequent stage, creating a System, which has to be maintained, costs money. If more end user organisations are to be attracted, that too costs money. If the Project principals commit financial resources, then a return on investment is expected. These are the hard facts.

The 'soft' facts are idealistic and far more important, but cannot be achieved without addressing the hard facts first. The last two items of the bullet point list given above are the most important.

We believe that many lives are wasted trying to make ends meet, people doing jobs they hate, being undervalued so others can feel powerful, not meeting your creative potential. We want to do our part to bring this to an end. These are our most hear-felt principles for doing this Project.

It requires hard business thinking to achieve this a worthwhile tangible result - in this instance, a System people want to use. It has philanthropic intent, but unless it speaks the language of business, it will be of limited effect. The principals of this Project are seasoned business people. We have significant experience in implementing technology projects and are well versed in this.

As stated, we need developers to turn a manual Process and a Project architecture into a System. Once built, we need people with similar skills to extend and maintain it. It has been stated already, but will be emphasised due to its importance. Any developers involved must be endorsed by Polkadot. They must be conversant with their coding tools, ecosystem and ethics.