**Uncommon Solutions**

**Group 3**

**Conclusions**

**UNCOMMON SOLUTIONS CONCLUSIONS**

**Prepared By**

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| --- | --- |
| Document Owner(s) | Project Role |
| Michael Kiefer | Project Manager |

**Requirements Version Control**

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**Summary Details**

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| --- | --- |
| Participants | Name(s) |
| Project Manager: | Michael Kiefer |
| Project Team: | Hither Guzha – Technical Writer  Andrew Benson - Software Engineer  Donn Eddy - UX/HCI  Sean Mooneyham - Integration Engineer  Chase Thorpe - Test Engineer |
| End Users: | HR Departments |
| Description w/ Goal: | The purpose of this project is the implementation of an HR database and front end for personnel tracking. This document encapsulates the retrospective for the design and development process executed for this system*.* |

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# INTRODUCTION

## Purpose

The purpose of this document is to reflect on the design and implementation process of the Uncommon Solutions HR Management System. The Uncommon Solutions HR Management System was developed using an Agile SDLC framework. This document contains the team’s perspective on the design and development process and thoughts for future efforts.

## Background

The Uncommon Solutions HR Management System will be designed in a way that makes it easy to support multiple platforms such as Windows, macOS, iOS and Android. This web-based tool provides a direct method for storing and providing access to individual personnel records, and for all processes required for HR tracking and data aggregation requirements. The HR system will be implemented using AWS Elastic Compute Cloud (EC2) and Amazon’s Relational Database Service (RDS) in order to allow for universal deployability and access.

## Scope

This document provides a retrospective look at the design and development process and shows the distinct results of the efforts of the Uncommon Solutions development team.

## Schedule

The phased development schedule was a three-week process running from 18 November 2019 to 8 December 2019. There was an additional one-week flex time to allow for any schedule overruns and to allow for additional functionality to be added if time allows. This flex week ran from 9-15 December 2019.

## Design Considerations

The design for this program is as described in the Uncommon Solutions HR Management System Design Document. Any design variations will be validated by all members of the development team and incorporated into all design documentation to ensure that the entire development process is captured in documentation.

# Conclusions

## Lessons Learned

The first lesson learned as a team was to make sure that we take stock of each individual team member’s strengths and weaknesses and look at positioning within the team take best advantage of those things, especially when working with a short, set timeline project.

Our second lesson learned seems like common sense, but it was important for us to take into account the variety of schedules and time zone representation within the group to ensure that all members were provided the opportunity to contribute to the overall design and development process.

The third lesson learned was the importance of scheduling and making sure that we stayed within the guidelines of that defined schedule. By doing this we were able to ensure that our geographically separated team was able to collaborate in producing a final project.

The fourth lesson learned was the importance of clear communications! All important team communications were flowing through multiple mediums before the end of the project in order to ensure that everything was accomplished on schedule and that all team members were working toward the same goal on the same timeline.

## Design Strengths

The initially produced design required very little modification during the implementation process, the team had a good overall concept for the system from the outset. The simplicity of the design was its biggest strength as we were able to draw on the abilities and knowledge of various team members to push strengths where appropriate for database design, UI design, API creation, and programming functionality. This was not restricted to the design for the system itself, but the documentation requirements led to some significant contributions from the team members assigned those tasks.

## Limitations

Our biggest limitations were captured in the lessons learned, the largest being the difficulty of having times the entire group could get together to collaborate with the variances in schedule and time zone between the group members. This was overcome as best as possible with discussion taking place between those group members who could be present with after the fact contributions from those who could not be present.

## Suggestions for Future Improvement

The delivered system is a solid baseline from which to build upon. Initial thoughts for future improvement to the system include a more robust look at system security to include password requirements. The ability for individuals to self-register with validation of accounts at an administrative level. Expansion from HR records to additional HR functionality could be implemented as well, but would require investigation with users of the system on how it could be improved to better meet their needs.

# APPROVALS

I have read the above Software Development progress report and agree that it is an accurate summary of software development efforts to date. I will continue to execute my proscribed tasks for each phase of development and pledge my full commitment and support for the Development Effort.

Sign-off Sheet

**Prepared by** \_\_\_Michael Kiefer\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Project Manager– Michael Kiefer

**Approved by**\_\_\_Hither Guzha\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Technical Writer– Hither Guzha

**Approved by**\_\_\_Andrew Benson\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Project Team Member– Andrew Benson

**Approved by**\_\_\_Donn Eddy\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Project Team Member– Donn Eddy

**Approved by**\_\_\_Sean Mooneyham\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Project Team Member– Sean Mooneyham

**Approved by**\_\_\_Chase Thorpe\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Project Team Member– Chase Thorpe

**REFERENCES (if needed)**

Make sure to use APA format.