



High-Level Wireframes

Prepared by Bryce Thompson

Agenda

- **Objective**
- **Project Timeline**
- **What We Learned**
 - Interview: John
 - Presentation Review: Tim Heyl
 - Interview: Amy
- **User stories and User flows**
- **White boarding**
- **Wireframe Presentation**
- **Next Steps**

Objective

Today we want to be able to confirm that we have effectively translated our user stories gathered from last week's on-site interviews into user flows and subsequently wireframes.

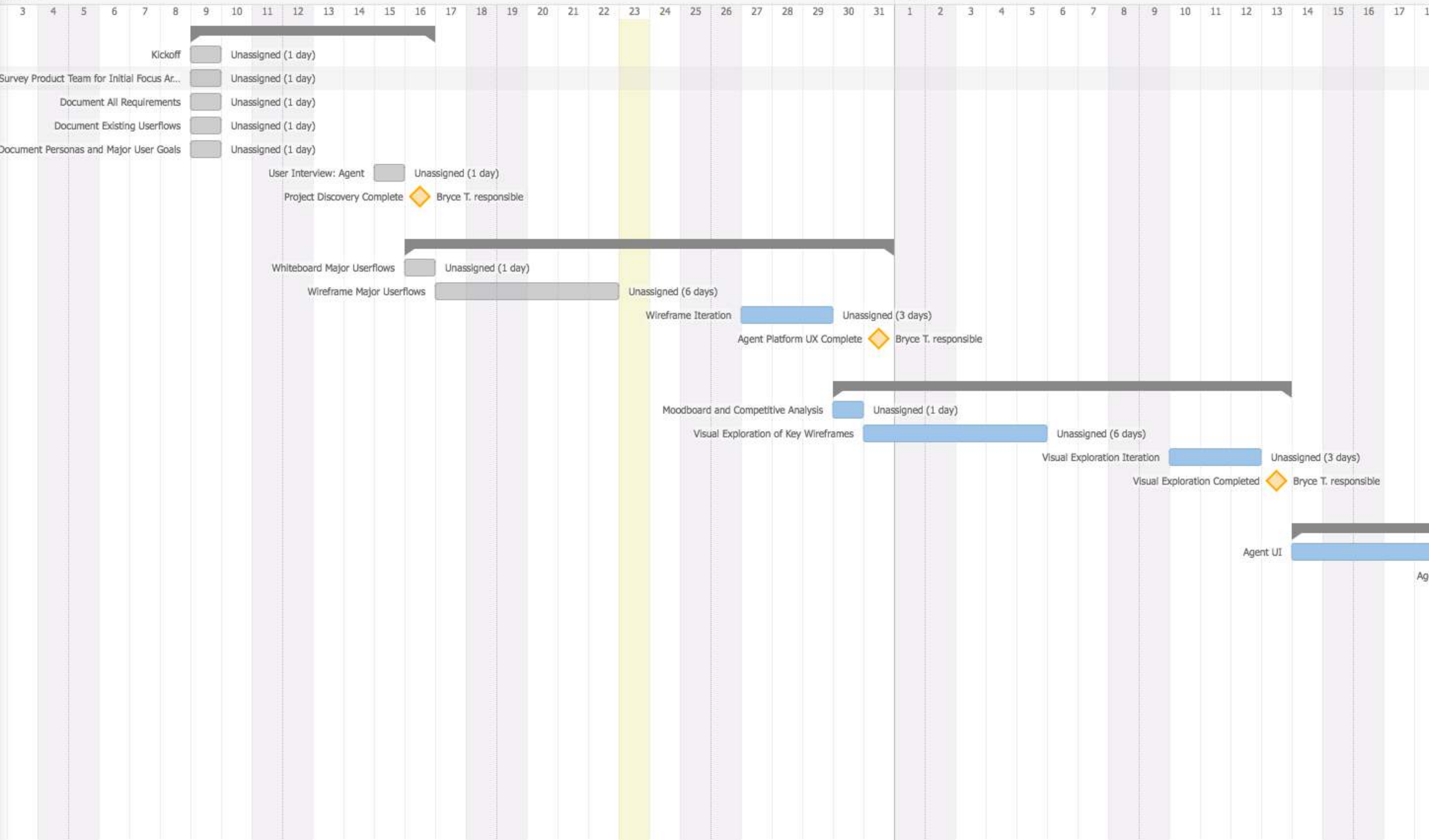
Additionally, we also want to identify the role of the agency owner and how they need to interact with the platform based on Tim Heyl's Real Estate Machine presentation.

Objective

Moreover, for product owners reviewing this presentation and materials, we need to identify that the step-by-step (AKA flow) is accurate for these user stories, and then determine what details are missing from those flows.

If there are more important user scenarios that I missed, lets talk about it! However it's important to get these 9 flows into a good state before moving onto other user scenarios.

Project Timeline



What We Learned

Persona A:
John Schults

Role
Seller Agent

Day-to-Day

Morning (Office)

- Script Prep
- Office
- Pulls leads from Trello (Effectively the Hopper)
- Leads are gathered and tracked through Boomtown which is currently not integrated into either Trello(Task Management) nor Mojo(Calling).
- A virtual assistant bridges the gap between these applications
- @8am opens Mojo and selects group of leads to call over and over
- @11am standup meeting with team

Mid-Day (Offsite)

- If dealing with a seller, go on-site to the property
- Relays the required documents to seller for transaction
- If dealing with buyer, usually meets at the Heyl Group offices

Afternoon (Office)

- Closing deals
- Following up with nurtures
- Biggest Challenges
- Protocol is spread across 4 platforms including a variety of Virtual Assistants to keep it humming.
- Don't necessarily know if a note on a lead is accurate so you may call a lead and it's not a good time at all to be calling.
- It's hard to manage 100s and 100s of leads with most of the software out there

Persona A:
John Schults

Role
Seller Agent

Goals

- Developing strong, but also numerous relationships with potential buyers/sellers referred to as nurtures.
- Nurtures are leads that are not a simple yes/no, and may require longer term follow up in order to close the sale or escalate the lead.
- Information gathering process needs to be easy
- The more you nurture a lead over time, the more there is a likelihood of reward
- 6th phone call to a nurture results in 90% conversion
- 22 touchpoints is typically necessary for conversion and much of it is the nurturing of a lead over extended periods of time.
- Attaching as much relevant information about a lead so that it can be picked up by other agents if necessary without making mistakes.

Persona A:
John Schults

Role
Seller Agent

Defining Success

- Maintain a feeling of autonomy and self-accountability as an agent
- I.e. - Going from buyer agent to seller agent and owning that process over the course of your time as an agent.
- Increase likelihood of a sale and spending the exact right amount of time converting a lead into a nurture into an appointment into a active listing.
- Being able to have all their tools on one platform

Common Scenarios

- I need to go through my 105 leads this morning (My One Thing), and check to see if there are any upcoming nurtures, and pick a group of attractive leads to dial. If there are new leads that look really good, I might put a lead I have back in the hopper.
- After talking to a seller lead, we agree to meet about potentially listing the property with Heyl and I have to have all the required documents to sign the seller and escalate the appointment to active.
- When I get back to the office, I check to see if there any tasks generated from admin, and if not, I'm going to continue following up with my contacts and checking in on any nurtures that need a followup or appointments that are ready to turn into active listings. If so, admin takes over and ensures documentation is fulfilled and acts as main contact for the remainder of the selling process.

Persona B:
Amy Goldberg

Role
Accounts Administrator

Day-to-Day

- Reviews Virtual Assistant activity having to do with reports or completed to-dos.
- Once a seller has been changed to active, we auto-generate a # of tasks to be completed ranging from MLS profile creation to documents gathering.
- Delegating those tasks to a custom list of recipients and executing them
- Later in the day I'll followup with sellers if we need further documentation and will status update them if necessary.
- If we have a buyer, _____.

Persona B:
Amy Goldberg

Role
Accounts Administrator

Biggest Challenges

- Scaling our operations to multiple cities
- Tasks in high volume are hard to manage
- Organizing 50 properties or more at any given time with their own sets of status changes and associated task generation.
- If goes to pending, do X,Y, & Z
- If goes to closed, do X,Y, & Z
- If trashed, do X,Y, & Z
- Bonus: If raving fan, do X,Y, & Z

Goals

- Clear out task list everyday by delegation and curation
- Ensure seller satisfaction by routinely following up with them when status has changed.
- Understand from both a macro(multiple metros) and micro level (Individual listing) the changes in status and task completion via reporting.

Persona B:
Amy Goldberg

Role
Accounts Administrator

Defining Success

- Not having to use multiple platforms to fulfill role
- Reducing tasks EOD to zero
- Ensure new listings are completed and have all the necessary documentation

Common Scenarios

- I created a templated list of tasks for a new listing and auto-assigned a mix of Virtual Assistants and other staff whenever a new listing is changed to active. I have the option to create some other tasks associated with different status changes, but that's all I need for now.
- Agent just went out on an appointment with a seller, and the listing showed up in my queue as an active listing. I click on the listing in my feed and confirm the property by reviewing the missing transaction details. Tasks are auto-generated once I've selected "save" and "confirm tasks". If I need to add a custom task, or assign it to new agent I can do that with ease.
- At the end of the day, I need to be able to gather a report on what properties are almost closed as well as a pulse on the productivity taking place amongst my team.
- I see a property enter my activity feed that says I should followup with the lead since I set a reminder 30-days ago to inform them of status. I'm going to call the lead and mark down any changes.

Persona C:

Tim Heyl

Role

Agency Owner, Entrepreneur

Day-to-Day

- Morning routine revolves around the “One Thing” which is described as the most valuable usage of focus time early on in the morning for approximately 2-3 hours. This “One Thing” should grow the business and is non-negotiable.
- Finding ways to scale the business and identifying any bottlenecks in production.
- Depending on Level 1-7 in MREA(Million Dollar Real Estate Agent), could be focusing on lead generation or focusing on recruiting team leaders who will recruit mega rockstar agents.

Persona C:

Tim Heyl

Role

Agency Owner, Entrepreneur

- **The Hopper**

- The Hopper mitigates the risk of leads going untouched due to a bottleneck in production.
- For example, if one person is holding onto all their leads and not acting on some of them out of lack of bandwidth, that's not good for business especially when anything but a trashed lead is valuable. Therefore, rules are in place that put leads back into the hopper given certain time and status change conditions.
- Within the Hopper system is a series of status changes associated with time intervals informing the agents when to followup with a lead.

- **So if they are a qualified lead, an agent may do 21 Days of Gain:**

- Day 1: Call, text, email then 4 add-on calls.
- Day 2: Voicemail
- Day 4: Email and call
- Days 5-21: Continue to call, text, and email

- **The lists of leads in the hopper are categorized into:**

- Qualify Seller
- Qualify Buyer
- Seller Nurture Past Due
- Buyer Nurture Past Due
- Seller Nurture Due Today
- Buy Nurture Due Today
- Agents 100 Active Leads Pipeline

- **Rules of the Leads Nurture -> Hot Pipeline**

- Only 100 nurtures allowed
- Anytime a lead is moved to nurture or trash, it needs a well-written reason.
- Leads should always be determined to be "nurture" or "hot" under 12 hours upon arrival.
- No past due todos or agent loses the lead and it goes back into the hopper.

Persona C:

Tim Heyl

Role

Agency Owner, Entrepreneur

Biggest Challenges

- How do we know when to grow from four-lanes to twenty-lanes
- How can we visualize the pathway to market center
- Ensuring that my agents and admins are trained to meet the demands of the system. They need to know the rules that make this all successful and we need to hold them accountable with customers and meeting performance goals.
- Identifying overloaded points in production and creating protocol to supplement
- Lots more! These are the biggest.

Persona C:

Tim Heyl

Role

Agency Owner, Entrepreneur

Goals

- Being able to not have to train my employees and grow at-will
- Being able to know when to hire/fire
- Being able to set the rules of engagement and make changes along the way.
- Being able to see a high-level view of my organization and see how are metrics are scaling, and what needs work in order to get to level 2 and beyond.

Persona C:

Tim Heyl

Role

Agency Owner, Entrepreneur

Defining Success

- Automate processes stemming from disparate platforms including virtual assistants wherever necessary.
- Track my organization's progress from Level 1 to Level 7 of MREA
- Be able to customize the platform to my business's needs as we grow or discover new things about our customers and market.

Persona C:

Tim Heyl

Role

Agency Owner, Entrepreneur

Common Scenarios

- **Level 1:** Getting consistent results from myself and the rest of my team is important so I'm going to want to create custom nurture criteria and set goals for dial time and contacts/per hour. I want my team to hit these goals too and know who's slacking. When other agents are going through re-inserted nurtures we should know key points of information such as:
 - What has you thinking about a move?
 - When do you see yourself being ready to make the move?
 - I'm assuming you're not already committed to another Realtor, correct?
 - When would be the best time to followup?
 - I want to go ahead and send you my contact info so you can reach out whenever you want to. What's the best email I can send that to?
- **Level 3:** I want to review individual agent reports on productivity, nurtures, etc and be able to relate that to other agents as well so creating custom scripts for qualitative feedback is important and ensuring past clients are happy in addition to growing our nurtures aggressively.
- **Level 6:** I want to be able to get reports on multiple city performance as well as highlight individual achievement with a scoreboard and prizes.

User Stories to Flows

Persona A:
John Schults

Role
Seller Agent

Story	1	2	3	4	5	6	7	8	9	10	11	12	13			
I need to go through my 105 leads this morning (My One Thing), and check to see if there are any upcoming nurtures, and pick a group of attractive leads to dial. If there are new leads that look really good, I might put a lead I have back in the hopper.	Arrive at Dashboard	View Leads	Visit Hopper for New Leads to be utilized	Select "Qualify Seller" List	Review a Lead's Details	Add Lead to Sphere/Nurture Pipeline	Error "You have too many nurtures"	View Pipeline	Change status of old nurture to past due	Back to Hopper	Add Lead to Sphere/Nurture Pipeline	Select any # of New Leads	Initiate Dialer on New Qualified Lead	Call Begins	Determine if nurture or not	Next Call
	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
			Show different lists of leads									Should be sorted by most active followed by nurtures		Screen should show nurture qualifications - 5 steps		
	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop
	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience

When I get back to the office, I check to see if there any tasks generated from admin, and if not, I'm going to continue following up with my contacts and checking in on any nurtures that need a followup or appointments that are ready to turn into active listings. If so, admin takes over and ensures documentation is fulfilled and acts as main contact for the remainder of the selling process.	Arrive at Dashboard	Review New Tasks	Review Task Detail	Complete Task	Visit Leads	View Sphere/Nurture Pipeline	Select a batch of expiring nurtures	Initialize Dialer	Call Begins	Determine if should remain nurture or put back into hopper	Add a Note	Set New Followup Schedule	After Nurtures are touched to 100%, positive feedback for a job well done
	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
									If it's a past client, show script				
	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop	Desktop
	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience

After talking to a seller lead, we agree to meet about potentially listing the property with Heyl and I have to have all the required documents to sign the seller and escalate the appointment to active.	Open Mobile App	Review Upcoming Appointments	Select Appointment	Review Listing Details	View Missing Transaction Documentation	If Seller is ready, obtain a signature for any timely docs	Change Status of Lead inside of the appointment to active or nurture
	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
		Needs to be able to view activity, and if any leads have changed status so that they can followup if it's an emergency		Needs as much pertinent information to the seller as possible			
	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
	Mobile	Mobile	Mobile	Mobile	Mobile	Mobile	Mobile
	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
	Experience	Experience	Experience	Experience	Experience	Experience	Experience

Persona B:
Amy Goldberg

Role
Accounts
Administrator

I created a templated list of tasks for a new listing and auto-assigned a mix of Virtual Assistants and other staff whenever a new listing is changed to active. I have the option to create some other tasks associated with different status changes, but that's all I need for now.

Arrive at Dashboard	Go to Rules under settings	Select To-Dos	Select Listings under to-dos	View List of To-Dos Associated with Autogen Active Listings	Select a To-Do	Remove assignee	Add new assignee	Save	Back to Dashboard
Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
				You should be able to see a list of active, pending, etc and to-do rules for each					
Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience

Arrive at Dashboard	See list of to-be confirmed active listings	Selects Active Listing	View Listing Details	Review Transaction Details	Confirm missing documents	Reviews Associated Tasks	Adds a Custom Task	Assign to user	Save new task	Confirm autogeneration of tasks	To-Dos Generated	View To-Dos	Sort To-Dos by Listing
Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience

Agent just went out on an appointment with a seller, and the listing showed up in my queue as an active listing. I click on the listing in my feed and confirm the property by reviewing the missing transaction details. Tasks are auto-generated once I've selected "save" and "confirm tasks". If I need to add a custom task, or assign it to new agent I can do that with ease.

Persona B:
Amy Goldberg

Role
Accounts
Administrator

I see a property enter my activity feed that says I should followup with the lead since I set a reminder 30-days ago to inform them of status. I'm going to call the lead and mark down any changes.	Arrive at Dashboard	Selects ToDo "Followup with XXXXXXX"	Views Listings	Calls Listing	Adds Note	Views Transaction Details	Uploads New Documents and Information	Selects Create Task
	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience

At the end of the day, I need to be able to gather a report on what properties are almost closed as well as a pulse on the productivity taking place amongst my team.	Arrive at Dashboard	Change city to all cities	View report on productivity #s	See what properties are closing soon	Select a Listing of interest	Receive Call from seller	Add a Note	Selects Create Task	Inputs Task Name and Assigns to User	Save Task	Save Note
	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience

Persona C:
Tim Heyl

Role
Agency Owner, Entrepreneur

Level 1: Getting consistent results from myself and the rest of my team is important so I'm going to want to create custom nurture criteria and set goals for dial time and contacts/per hour. I want my team to hit these goals too and know who's slacking. When other agents are going through re-inserted nurtures we should know key points of information

Arrive at Dashboard	Selects Settings	Selects Goals	Set contacts per/hour goal	Set dial time goal	Select Nurture Criteria	Adds Nurture Item	Removes Nurture Criteria Item	Set when and how often you get a report on that information	Save
Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience

Persona C:
Tim Heyl

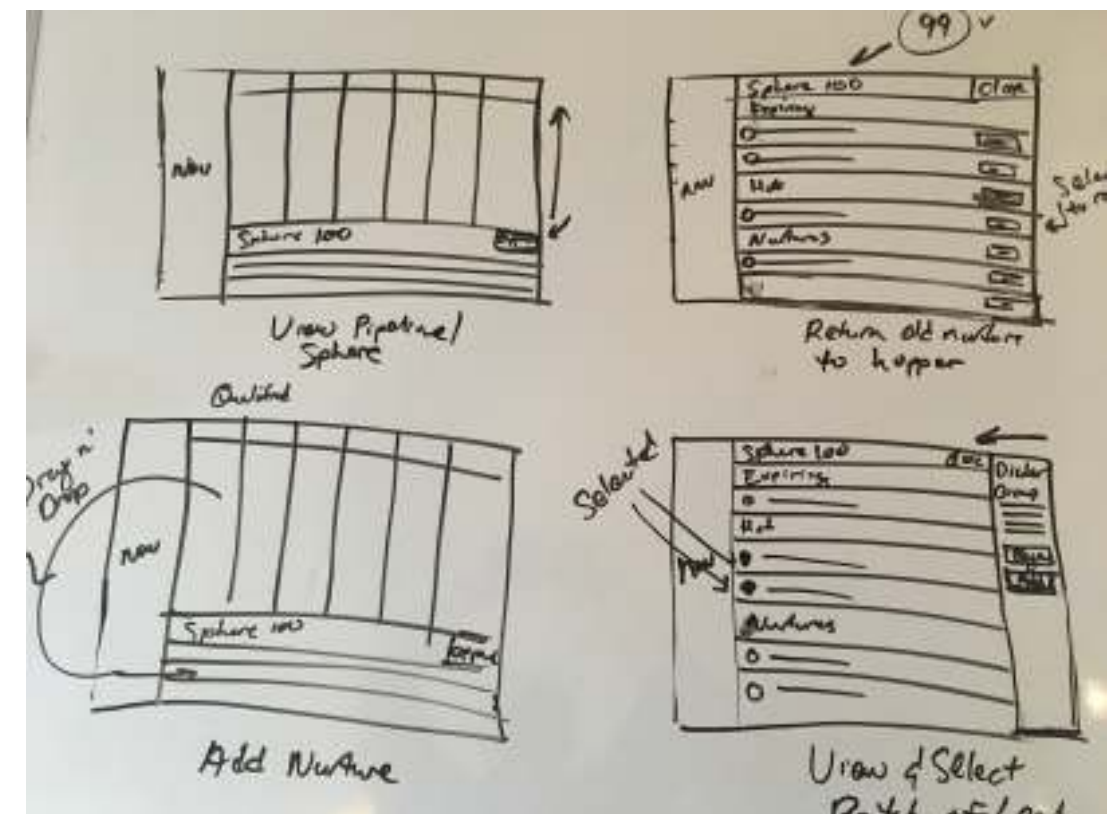
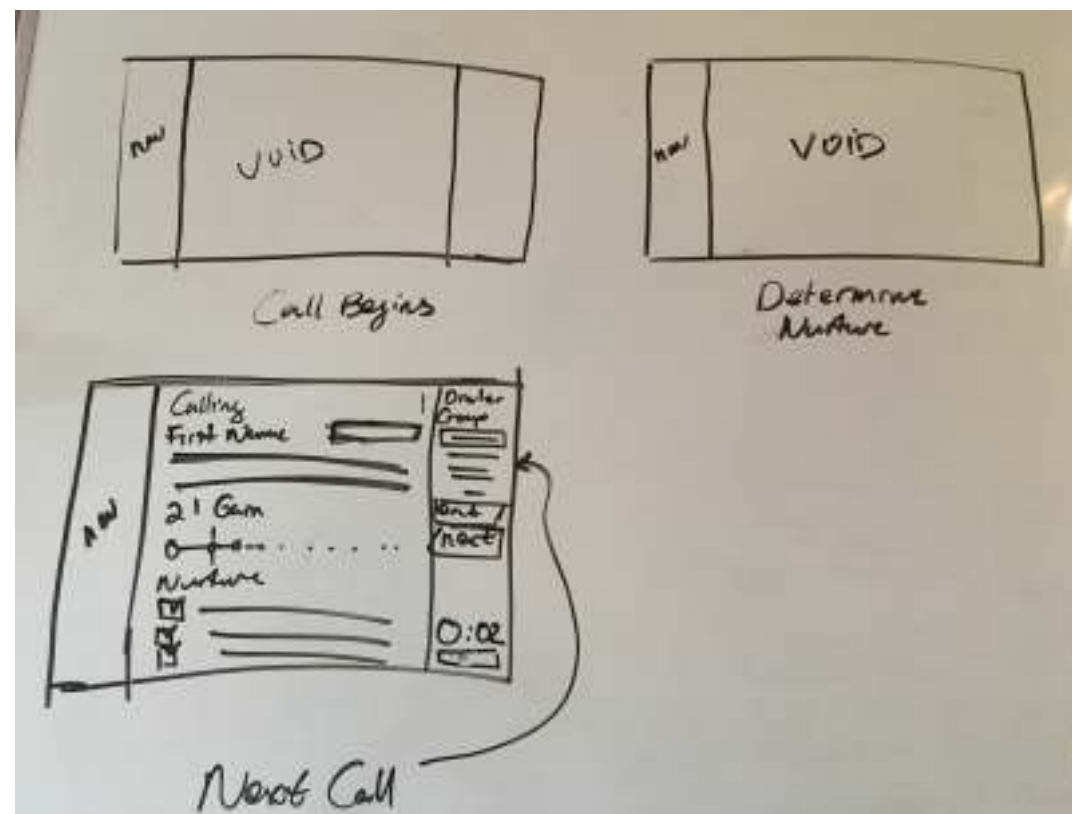
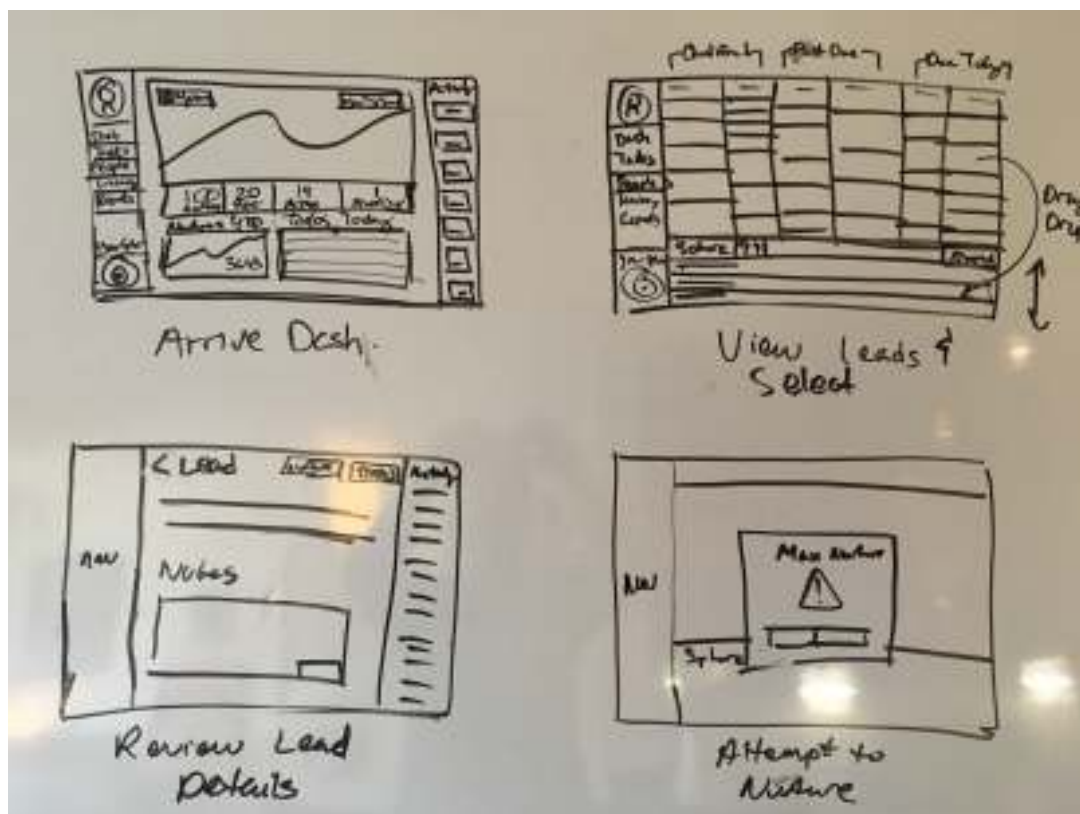
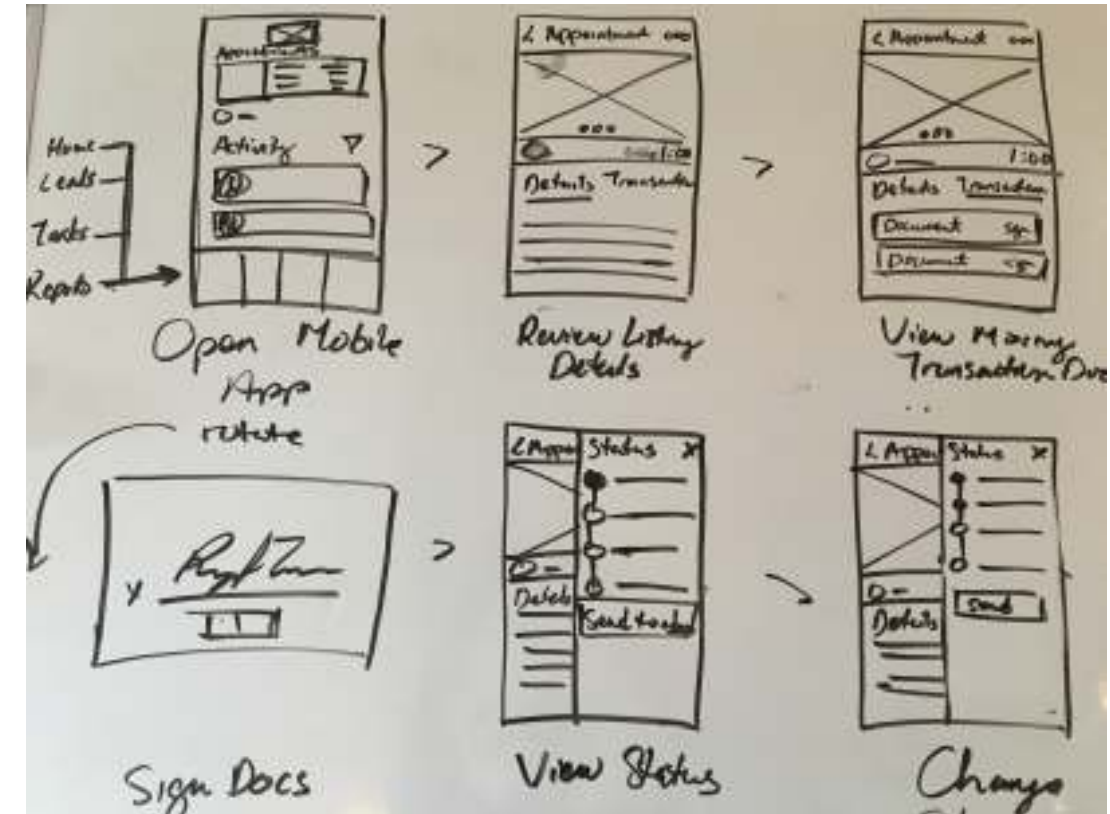
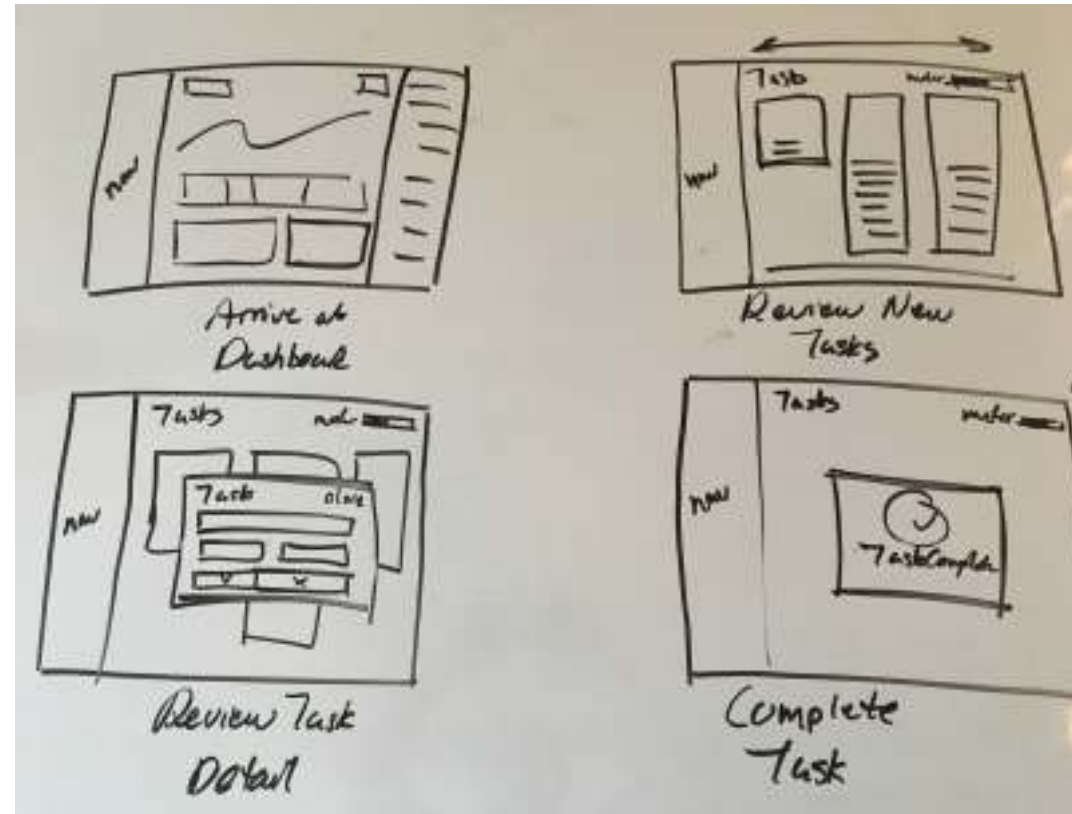
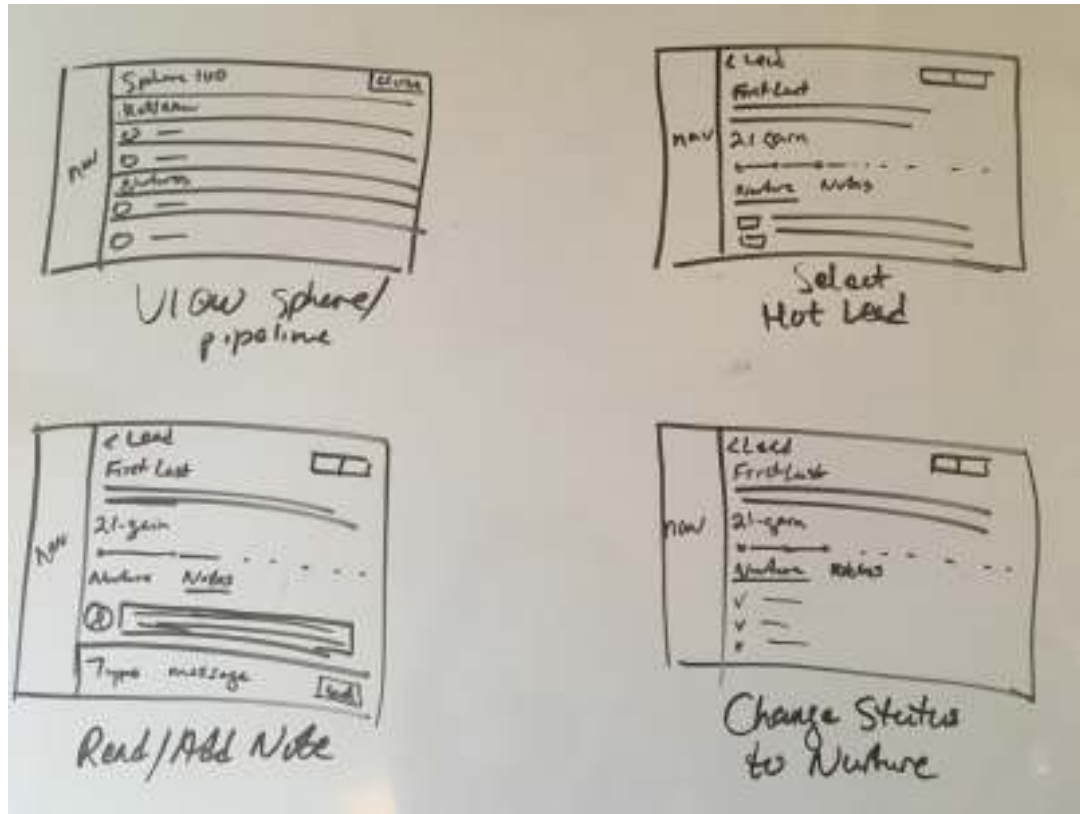
Role
Agency Owner, Entrepreneur

Level 1: Getting consistent results from myself and the rest of my team is important so I'm going to want to create custom nurture criteria and set goals for dial time and contacts/per hour. I want my team to hit these goals too and know who's slacking. When other agents are going through re-inserted nurtures we should know key points of information	Arrive at Dashboard	Selects Settings	Selects Goals	Set contacts per/hour goal	Set dial time goal	Select Nurture Criteria	Adds Nurture Item	Removes Nurture Criteria Item	Set when and how often you get a report on that information	Save
	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience

Level 3: I want to review individual agent reports on productivity, nurtures, etc and be able to relate that to other agents as well so creating custom scripts for qualitative feedback is important and ensuring past clients are happy in addition to growing our nurtures aggressively.	Arrive at Dashboard	See list of total nurtures	Selects Settings	Selects Call Scripts	View Call Scripts by Lead Status	Selects Post-Client	Add/Edit Script	Save	Return to Dashboard
	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience

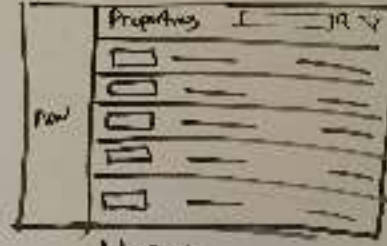
Level 6: I want to be able to get reports on multiple city performance as well as highlight individual achievement with a scoreboard and prizes.	Arrive at Dashboard	Select all cities	See list of high performers	See scoreboard of all active metropolitans	Sees productivity pulse of admin	Selects Settings	Selects Cities	Selects Denver	Set # of ideal nurtures	Selects Add New City
	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience	Experience

Whiteboarding Flows





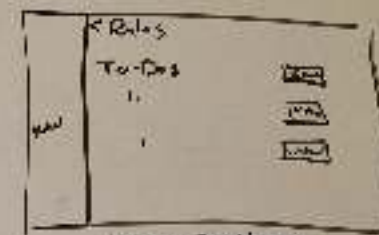
Change City
To All cities



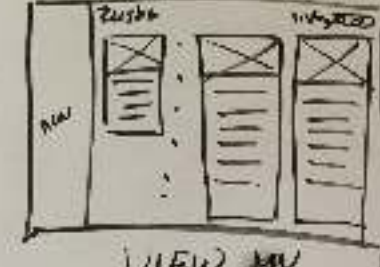
View
listings



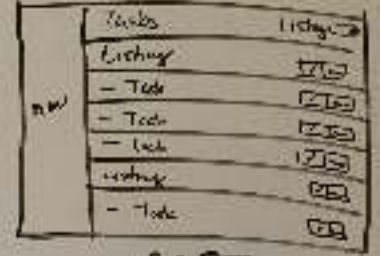
Arrive at
Dashboard



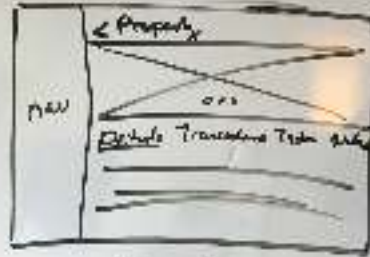
View Settings
& Select Rules



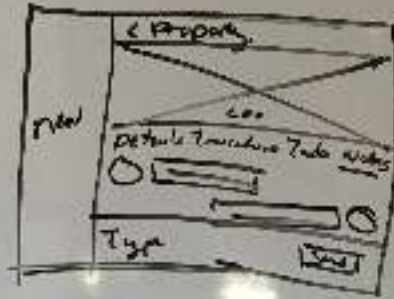
VIEW MY
TASKS



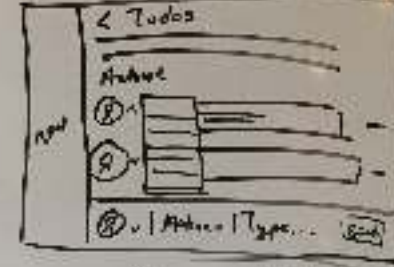
Sort
TASKS



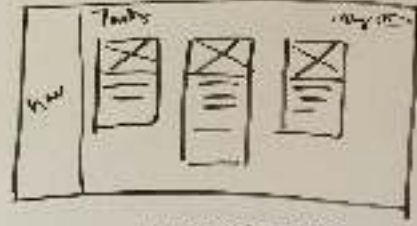
Property
Detail



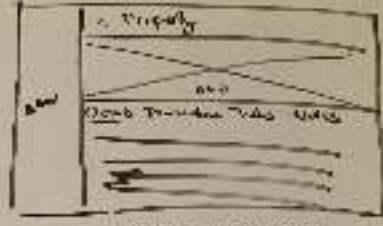
Select To-Do's



Remove/Add
Assignee



VIEW MY TASKS



VIEW MY PROPERTY



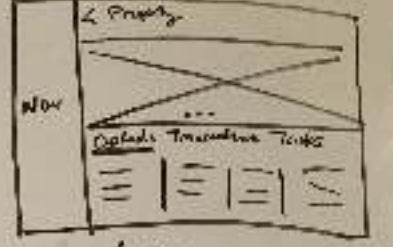
Change City
To All cities



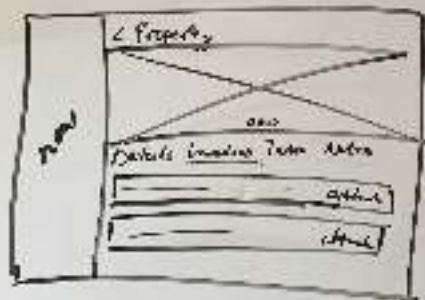
View
listings



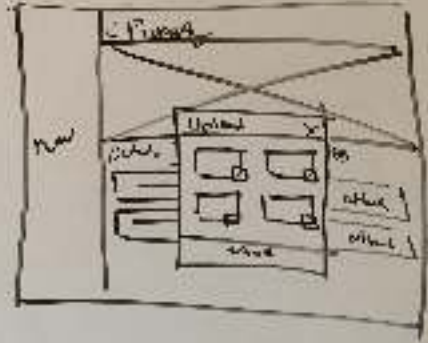
Selects edit
listings



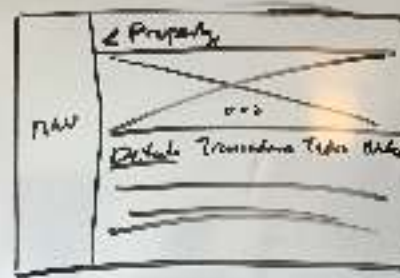
Listing
Details



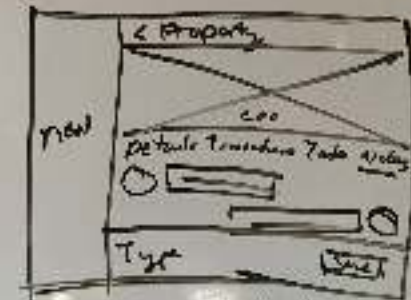
Select
TRANSACTIONS



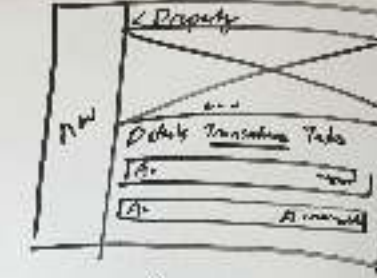
Upload NEW
DOCUMENTS



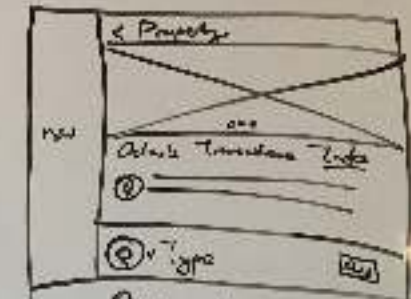
Property
Detail



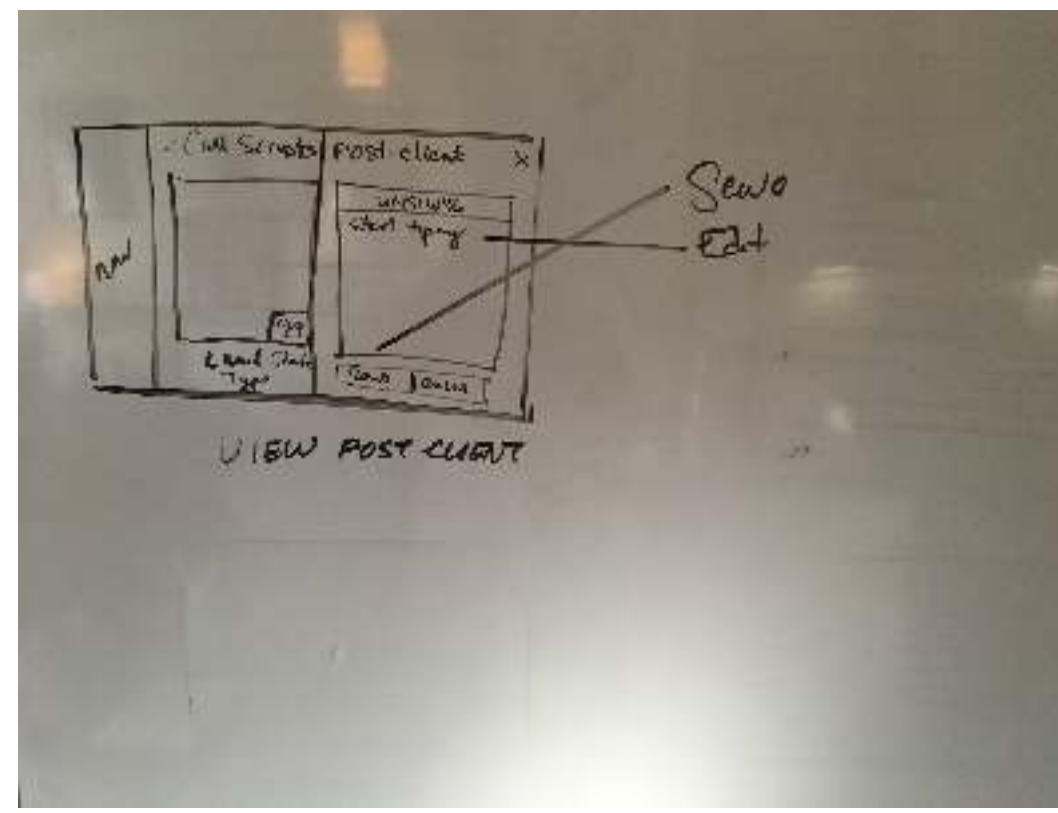
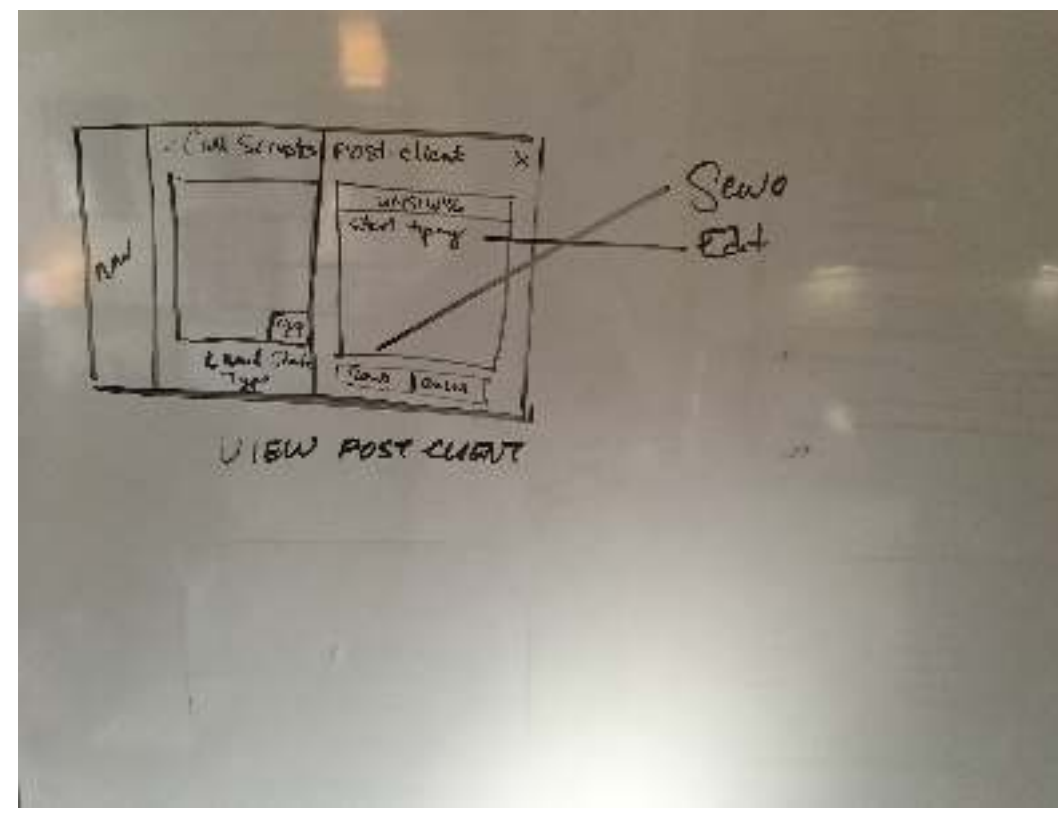
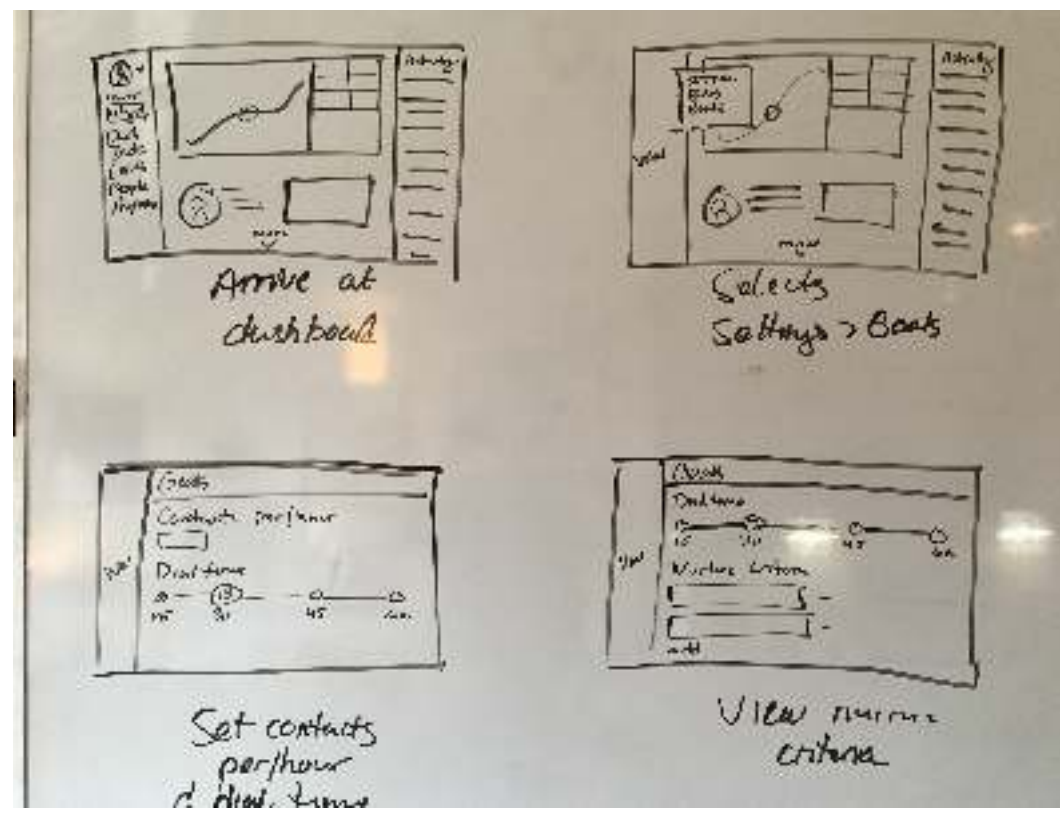
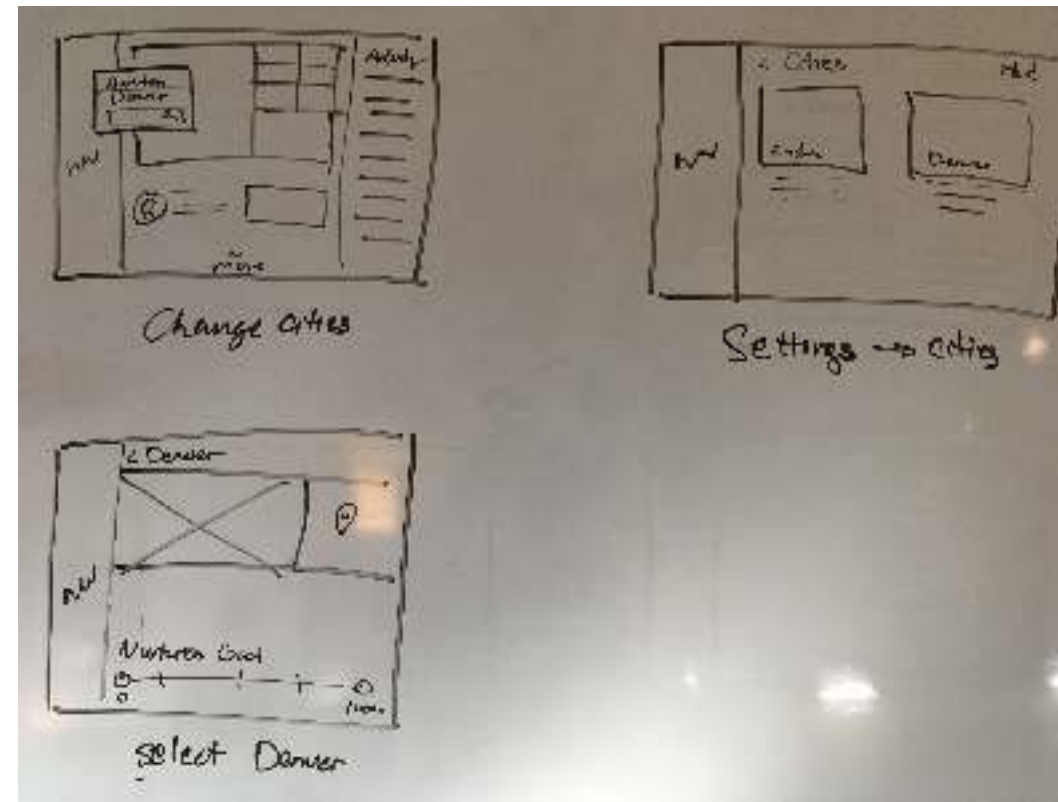
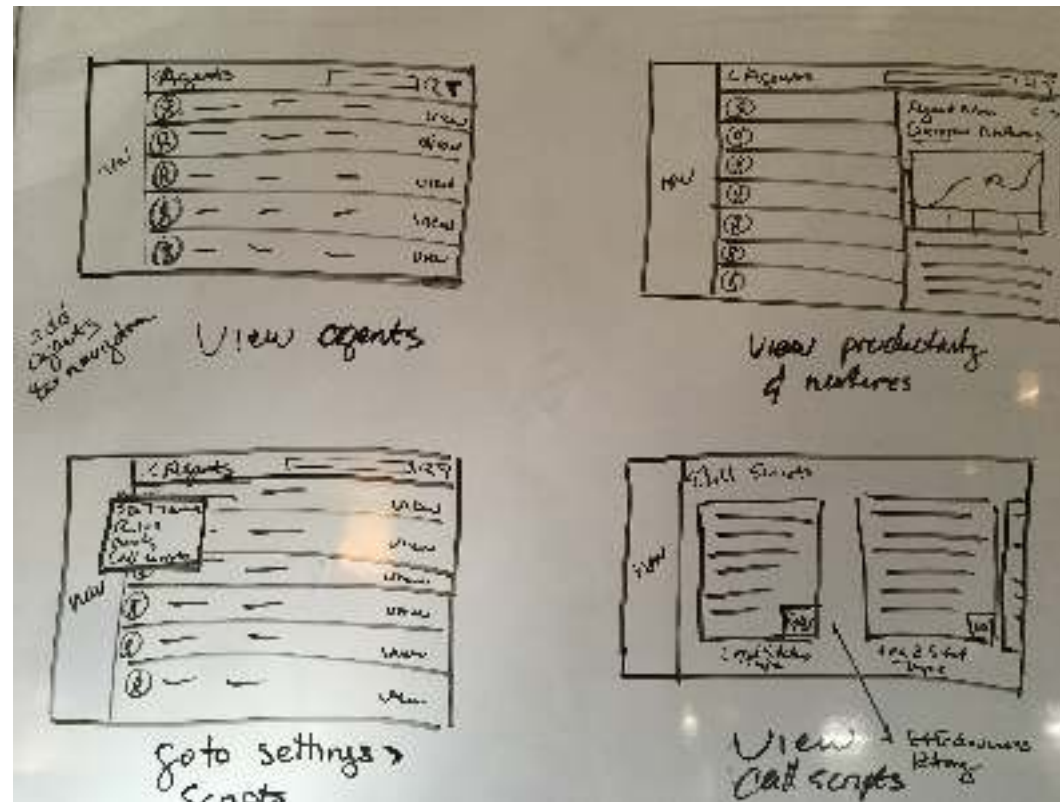
Create/Add
tasks



Review
Transactions



Review
Associated Tasks



Wireframe Prototype



<https://invis.io/S6AZSLYKG>

Next Steps

- **Feedback on Wireframes by Monday Mar 27**
- **Feedback on User Stories (Are there more important flows?) by Monday Mar 27**
- **Wireframe Iteration Deliverable on March 30**
- **Aesthetic Moodboard & Competitive Analysis on March 30**



Help with UX Feedback

Important Feedback Topics to consider on a PER SCREEN basis:

- REQUIREMENTS
- CHALLENGES
- GOOD/BAD EXPERIENCE

Document Template

https://docs.google.com/spreadsheets/d/143_F15I_FBiQOvkChII3UIT6Ri_2R0m2flwPR5UwN6w/edit?usp=sharing

After talking to a seller lead, we agree to meet about potentially listing the property with Heyl and I have to have all the required documents to sign the seller and escalate the appointment to active.	Open Mobile App	Review Upcoming Appointments	Select Appointment	Review Listing Details	View Missing Transaction Documentation	If Seller is ready, obtain a signature for any timely docs	Change Status of Lead inside of the appointment to active or nurture
	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements	Requirements
		Needs to be able to view activity, and if any leads have changed status so that they can followup if it's an emergency		Needs as much pertinent information to the seller as possible			
	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint	Touchpoint
	Mobile	Mobile	Mobile	Mobile	Mobile	Mobile	Mobile
	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges	Challenges
	Experience	Experience	Experience	Experience	Experience	Experience	Experience