

Team Profile

As the name implies, Karma-t13 is a group of IT fanatics. We are all passionate about how IT is utilised in our everyday lives and strive for a better understanding of this technology every day. Our team members come from all walks of life as well as all different levels of skill in the IT area. Some of us are quite established in our fields, already working professionally for an IT company, while others are quite new to some of the topics, but very eager nevertheless. Diversity is something that our team really benefits from and it is important to understand how each member learns and operates in order to maximise efficiency and yield effective results.

Personal Information

Kristopher-Lee Hand - 3866212

My name is Kristopher-Lee Hand I am currently enrolled in a Bachelor's Degree of Information Technology at RMIT and my student number is S3866212. I am a 32 year old Australian, currently living in Melbourne with my partner and 2 daughters. I finished high school in 2005 and I am currently working in the construction industry. In my spare time I like to produce house/electronic music and DJ.

Riley Piening - s3865503

I was born and raised in Melbourne but I have both Dutch and Scottish heritage, although only english is spoken at home - I did learn some Indonesian in primary school. I completed my VCE year 12 in 2014 and then went on to complete a Bachelor in Sound Production in 2017. I found a love for Audio and AV whilst in my final years of highschool and decided to pursue it further. I have had the opportunity to tour the country through my work and have met some amazing artists such as John Farnham, Jimmy Barnes and Joan Jett to name a few. Some hobbies of mine include playing video games, creating music, listening to vinyls and binging movie series with my partner. I currently have 2 family dogs, Zera and Archie. One is a massive Kelpie cross and the other is a tiny tibetan spaniel but wouldn't know it. In terms of sports or pastimes I occasionally play golf with my dad now and then as well as support Hawthorn in the AFL.

Marek Hutchinson-Goncz - s3819448

My name is Marek Hutchinson – Goncz and I am Australian. My family immigrated to Australia from England before I was born. I am currently completing a Bachelor of Business and have various certificates through my work with Emergency Services. I speak English at home with my family and I am not fluent in any other languages. I have a new puppy named Vulcan, he is a Rottweiler and I am currently trying to train him.

Alan Wood - s3861662

I come from Paraguay, located in South America with the main language being Spanish. I travelled to Australia in 2008, I live and have worked in Brisbane as an onsite tech for the last 4 years. My main hobby is using and constructing CNC machines, I enjoy controlling devices with PCs.

Group Processes

Our group went through a bit of a difficult time during assignment 2. By the end of A2 we were two members down and the workload was spread over the remaining four. However we managed to work really well together and get the assignment finished and submitted in time and were all quite happy with our score. This time around we knew how each other worked and where all our strengths lie. We made the decision to split up the workload between everyone equally for both assignment 3 and assignment 5.

Career Plans

There are similarities between Marek and Kris' jobs, they are both seeking a career in some form of IT specialist and administration. Alan wants to pursue automation development, working with companies that explore working with Robotic Process Automation, Data Automation, and Intelligent Automation as well as robotics. Lastly Riley has had a love for audio and sound for many years and would incorporate his passion for it into a career where he can develop audio and sound system software for those that are like minded and rely on programs to record, produce and mix music.

SIFTs Web page can be viewed at: <https://karma-t13.github.io/assignments3-5/>

The group repository can be viewed at: <https://github.com/karma-t13/assignments3-5>

Overview

Topic

Karma -T13 IT Fanatics have worked together and propose to change the current social media landscape with our project idea "SIFT". SIFT stands for Scroll through Instagram, Facebook and Twitter. SIFT will be a platform that will allow the users to amalgamate all of the core social media platforms into one easy to use feed. Currently there is a gap in the market when it comes to using multiple different social media sites together. We plan to fill this gap by building a non-business focussed program that can use multiple social media platforms at the same time in the same program. This cutting-edge idea will allow and save users having to sign into multiple different applications. I will also stop users having to flick between different platforms which is currently common practise for people who have multiple different social media accounts. SIFT will offer a level of customisation that has not been seen before in the social media space. Currently users of the big three social media platforms are bombarded with content they do not want to see. SIFT will allow select groups to be formed meaning our users will only see what they want to see and ignore the white noise. SIFT will allow its users to have multiple feeds through our application so our users can concentrate on what is important to them. Whether it is having a feed for just family or one just for your work friends SIFT will provide the choice that singular social media programs don't.

Motivation

With billions of people over the world using social media, and millions of different applications available. Its easy to find yourself overwhelmed with various applications, many for social media showing you all kinds of stuff you are not really interested in. SIFT alleviates that problem, saving you time by being the one-stop-shop platform for your main social media feeds and giving you complete control of what and who you see. SIFT is motivated by saving their user time by showing them what they want to see, and when they want to see it.

Landscape

While SIFT will become a new player to a market with a few notable competitors, SIFT will stand out from the crowd for a number of different reasons. Before diving into what makes SIFT so special, it is important to acknowledge similar programs that SIFT will be competing against and how it differs from them. The most similar social media merging software that comes to mind is Hootsuite, which aims to allow users to manage all of their social media accounts in an interface that uses a block-like grid system. Users create small little hubs that house different social media accounts and can manage posts etc. Some other major players in the account managing market are Sendible and Buffer. They, just like Hootsuite, allow the user to manage their social media accounts (mainly Facebook, Twitter, Instagram and LinkedIn) and reply to comments or private messages. What they all seem to do, very well, is queue things like posts, events and mass private messaging for announcements and advertisement. It is very clear that these three applications are extremely geared toward business focused users that are managing the social media for their own business, the company they either work for or are being paid to represent online. This is where SIFT provides an accessible solution for the everyday user that doesn't want to filter through useless features that are specifically designed to make managing a company's digital presence easier. There are only a few options available for those wanting to take their online experience back, and have full control over who and what content they are exposed to and SIFTs goal is to fill this much needed gap in the market with an alternative that feels fresh, exciting and new. SIFT will take on a much simpler approach to the idea of account management on a more personal level and that is one of the main ways it differs from the other major companies in the industry.

Aim

Primary Aim – “To create and operate an application that incorporates social media platforms into one feed”

The primary Aim is the completion of goals one through three. It is the completion of the overall project and vision of creating an application that incorporates many different social media platform. The aim is at the top of the pyramid with the goals making up the foundation. Goal one is the most important to completing the aim and if resources or time prevents the completion of the overall project goal one would be the most important to complete with goals two and three completing the aim and competing our groups vision.

Goal One – “Create first implementation of SIFT.

Goal one encompasses the first implementation of SIFT being a desktop site that embeds a single Twitter feed. This goals processes and outcomes are far more simplistic than the overall primary aim but once completed move the project one step closer to realising our aim. This goal requires the creation of a simple interface that allows interaction with Twitter social media streams. This goal will require the group to gain permissions from Twitter to utilise their code and intellectual property. A domain name will also have to be obtained. This is needed as the first step in creating our application, it will be sounding board for issues that could and most likely will arise in the project. Successful completion of this goal will help the group determine what works, what doesn't and how the overall project will progress moving forward.

Goal Two – “Switching from a desktop site to a mobile application”

After the completion of goal one the group will have a rough frame work from our project. Goal two moves the project forward but switching across to an application for mobile, tablet or other portable devices. It was important to flush out any issues with the creation of a desktop program but now the move to mobile application is vital due to the demographic that the SIFT idea will appeal to. In goal two the group will move away from only utilising one feed and design and build in infrastructure to host multiple social media platforms ready for goal three. We will also consider and implement Facebook and Google authentication processes for login to the application.

Goal Three – “Incorporating other social media platforms and market”

The final goal to achieve our aim relates to the incorporation of other social media platforms into the now created and tested application. This like in goal one would require the use coding and intellectual property of Facebook and Instagram to join the Twitter feed already in use in goals one and two. In this goal we would also fine tune the application and get it ready for marketing. We would have to consider several factors relating to marketing and implement them. These factors include pricing of the application in app stores, possible use of sign up fees or other revenue raising concepts. Utilising all three major social media platforms and later marketing are critical to make the application financially and socially successful.

Plans and Progress

From the overwhelming urge to be up to date on all social media platforms and the frustration of having to switch between multiple apps, this generates a considerable waste of time just to get an understanding of what your friends and family have been up to. While searching around the internet for an alternative, there surprisingly weren't many platforms that provided all the functionalities that we have had in mind. So, we decided to start developing an idea of creating a one-stop app that would make life so much easier.

SIFT will allow users to consolidate their Facebook, Twitter, and Instagram timeline into one customizable experience, where pages and friends are able to be grouped into various "Feeds". This allows you to customize what is on the feeds and gives complete control over the updates from friends, family or news sources, etc.

The first step is to look for the availability of the domain name, also register it with a trusted authorised register company. While looking through various sites and forums one of the more popular and reliable services at the moment is GoDaddy at godaddy.com. So we have decided to go with GoDaddy. It may not be the best out there but for a start this is enough for our purpose. However, not to our surprise, the registered domain name SIFT.com was already taken, but to our luck the person or business that registered the domain are re-selling the name for a higher cost which is still affordable. Having a good name is important for the marketing side since it reflects on the intentions of the application. So paying a bit more to get SIFT.com is definitely worth it.

We moved away from the original idea of using OAuth as an authentication tool because the hosting services that we are going to utilize are already integrated with the features OAuth offers. The users online safety is paramount so keeping their login details secure is critical. Our website needs to save user login details which is personal information, so we need a hosting service that integrates web, database, security, cloud-based servers for redundancy and is capable to be scalable for the future when higher traffic is acquired and integration for the capability on the mobile application.

One of the service providers we discovered is called Firebase and it complies with all of our needs. We decided to use a hosting platform because doing it locally does have its advantages but also comes with some disadvantages that we are not able to afford in the beginning when cost is always a big factor. Also, a technical consideration when it comes to maintenance and managing of the service and the hardware. Good hosting makes your site almost always available with speed, scalability, and easy to maintain as well as being affordable.

Users will log in to each of their respective accounts, using our website which will store the user's information in the database. Once signed up the user confirms their information by our email authentication system. As the project progresses we will try and implement the use of Google and Facebook authentication.

The new user after signing up will be redirected to the login page. The fields on login and signup are validated, so invalid data format will not be accepted. Once you are successfully logged on you will be directed to your personal SIFT homepage.

By default, the "main" Feed will be created and selectable from a tab in the UI, this Feed will contain all the accounts and pages brought over from the Feeds screen, custom feeds can be created, named and content can be assigned.

To be able to access users' third party social media information we need to liaise with the social media service providers to gain access to the users information and data.

To import a single Twitter feed we will need to acquire the customized code for HTML from Twitter Publish. Once on the Twitter publish home page we can enter the Twitter URL we wish to embed and are prompted to choose between “embedded timeline” or “Twitter buttons”. After making a decision the code needs to be copied into the HTML of the SIFT website to embed the feed on the webpage, one of the easiest is Twitter because they already give you the option of embedding your social media feeds on your webpage. We just need to store this information and display it on the users home page accordingly, to the setting that was selected by the user.

We will be testing SIFT right from the beginning. Each member of the team will have created themselves a SIFT account so they can run various tests themselves. Once the platform is up and running we will be doing functional, usability, interface, compatibility, performance and security testing. At the beginning, it will just be the team members that will be testing the product but once we build our application and have some investors we will use the services of UserTesting: The Human Insight Platform to interact with users and better our service.

One of the challenges we discovered is to gain access to clients' data from social media providers' sites. It is still possible to embed social media feeds quite easily on the website, however, when it comes to managing and having control over the data there is practically zero chance to progress it forward.

Additionally, there is a significant expense that exceeds our already low budgets.

Our team also possesses a very basic knowledge of the tools and technologies that are involved to develop the full project as previously mentioned that is why the team built a prototype website and how the first part of the project will look. That consists of a webpage for the platform with a login field, the resource utilized is the free hosting service of GitHub.

The aim is to utilize this model to draw prototypes and attract investors that are able to cover the expenses, and then we will be able to recruit individuals with the aptitude and knowledge that are expected to manufacture the real viable product because at the moment the group skill is limited to basic HTML/CSS.

Roles

In our first meetings in preparation for the commencement of this project our team talked in detail about the different aspects of work to be completed and the roles each team member undertake. We found that the Technical Designer should be our team member most skilled in website and application design. As such team member Alan was designated this role due to his high level of skill and understanding of HTML, CSS and application design. The other team members agreed not to assign roles with every one undertaking a portion of the work to be completed and working together collectively to get it completed. This way we reasoned that we could cross check each other's work and value add to the progression of the work being completed. By working this way, we have found we can think as a group and complete work with the input of a variety of different ideas. When this work is completed it is past to Alan for incorporation into the overall application. The group reasoned that by being adaptable we were in a better position to complete the project if any issues arose or if a team member needed assistance the rest of the group could step in as they already have knowledge of the project as a whole.

Scope and Limits

The scope and limit of our group project is very difficult to define due to the continual development of social media and purpose of our project to amalgamate social media into one easy to use platform. In terms of the overall project, the scope limit would be the completion of the application and the amalgamation of the three main social media platforms as defined in goals one to three in the previous section. In terms of this assignment and to show proof of concept the scope would be significantly lower with the completion of goal one being ideal which will show the use of a Twitter feed through the desktop site. Our group is very conscious of scope creep, that is why we have clearly defined goals and an overall aim to help us complete the project. The group understands that it is counterintuitive for the project to add additional social media platforms at this time even though there are new platforms emerging regularly that are extremely popular. A good example of this would be the Tik Tok application which is currently used by millions globally. By keeping to goal one of our project, we can demonstrate how the site looks, works and interacts with a major social media platform. We will not be including the other social media sites at this time or move the project into an application format. By staying the course on goal one it will also limit the need for marketing at this time.

Tools and Technologies

Selecting the correct tools from a wide range is not an easy task. After researching many technologies that suit our requirement and affordability although we are more focusing on the software. Because when it comes to hardware we are selecting an infrastructure from a service provider instead of setting it locally. To build the front end we are using HTML/CSS and JavaScript with one of the powerful and free IDE for personal and commercial use is Visual Studio Code (recommended version 1.47). For the back-end side we are going to utilise the development software platform infrastructure, Firebase. This platform is a paid service, it works with multiple platforms, for instance, it supports web, IOS and Android applications, it also integrates hosting, authentication, database, storage and more. In the initial stages, we are going to use it for hosting, authentication and database. There is no need to use SQL because is a cloud-based solution, so data is stored in JavaScript Object Notation (JSON) format that would simplify the data management. To manage our firebase platform, we need to have Node installed in our machines (recommended version 12.18.3 LTS) and node package manager firebase-tools (recommended version 8.7.0) to access the control panel for the entire back-end of our application. All members of the group have basic knowledge in HTML/CSS and some of us possess basic knowledge on JavaScript (JSON) and Visual Studio Code editor. Regarding Node and Firebase, none of our group members has any experiences on them.

Testing

Testing the service will be something that we will be doing right from the beginning of building the platform. Each member of the team will make a SIFT account and do various testing of the service, fixing bugs until we have a working version. The first step will test the functionality of the web service making sure all the data input and output functions properly, checking the database connection to all links in the web pages, cookies and forms used for submitting. Secondly we will reach out to friends to sign up and make a SIFT account to test the usability of the service (Later on in the build once we have a mobile application version we will reach out to around 100 people, between the ages of 16 – 50, from different parts of the world to test the service). We will also do interface testing making sure there are no interruptions by the server and everything is handled properly. Testing the performance will be very important as we want to save the user time so we will need to test the service under different speeds making sure the user does not experience heavy loading times. Lastly one of the most important testing processes will be on the security as the users personal data is paramount. Having our user's data compromised would ruin the service so we focus highly on keeping the information safe. Testing and improving SIFT will never end, we want to ensure the best experience for the user.

Timeframe

	Alan	Kris	Riley	Marek
Week 1	Research information for SIFT (A3)	Research information for SIFT (A3)	Research information for SIFT (A3)	Research information for SIFT (A3)
Week 2	Research Tools and Technologies for project	Research Testing and Timeframes	Research Landscapes	Research Topic, Scopes and Limits
Week 3	Research Plans and progress with Kris	Research Plans and progress with Alan	Plan script and Storyboard for project (A5)	Research Aim, Roles and Risk
Week 4	Write up Plans and Progress with Kris	Write up Plans and Progress with Alan	Write up Landscapes	Write up Topic, Scopes and Limits
Week 5	Build Website and write up Tools and Technologies	Write up Testing and Timeframes	Create Presentation for project (A5) and submit	Write up Aim, Roles and Risk
Week 6	Compile information with team into PDF for A3 submission	Compile information with team into PDF for A3 submission	Compile information with team into PDF for A3 submission	Write up group processes and compile information with team into PDF for A3 submission
Week 7	Work on Website	Learn and research HTML	Learn and research HTML	Research Marketing
Week 8	Work on Website	Learn and research HTML	Learn and research JavaScript	Research Marketing
Week 9	Work on website/ Research Firebase	Learn and research JavaScript	Research Firebase	Research Firebase
Week 10	Work on website	Learn and research JavaScript	Research Marketing	Research Marketing
Week 11	Work on website	Research Marketing	Work on Graphic Designing	Work on Graphic Designing
Week 12	Work on website	Learn HTML	Work on Graphic Designing	Work on Graphic Designing
Week 13	Work on website	Learn more about importing Instagram	Create Logo and Page images	Create Logo and Page images
Week 14	Work on website	Learn JavaScript	Learn JavaScript	Learn JavaScript
Week 15	Work on website	Test Website	Test Website	Test Website

Risk

The primary risk to our application is the cooperation of the large social media companies that our program will utilise to provide the service of consolidating users' feeds. SIFT stands for Scroll through Instagram, Facebook and Twitter meaning if just one of these primary companies are not interested in our idea or does not provide permission for our program to access users, our project could essentially be over. The primary social media platforms may feel that our idea undercuts their platform and as such take an adversarial stance. We can mitigate this risk by agreeing to stringent privacy conditions as well as any terms or conditions the social media companies feel need to be in place. It is probable that if any profit is made by this application that royalties would have to be paid to the companies whose data and feeds we utilised in our application.

A secondary risk to the application would be the ability to market the application and turn a profit. This could be mitigated with the use of advertisements similar to Facebook or an option to charge for the application once a certain amount of downloads had been reached.

Group Processes

Our group is lucky to have experienced the negatives of group work early on in this course. We had one group member leave the group and another member consistently fail to complete tasks. We learned that our failures early on were due to communication breakdowns, and now after a group restructure we have managed to achieve a unity and a strong level of communication and understanding due to our earlier hardships.

Our team has agreed to communicate regularly with meetings every Wednesday and Saturday at a time determined at the prior meeting. We communicate at these allotted times through the use of Discord Voice. We have structured our meetings to provide progress updates of members' work and to organise assistance if one member is falling behind or is requiring extra assistance. Our meetings are then structured to cover new business or work to be completed before finally we summarise the meeting so all members are on the same page. If a member does not communicate effectively or misses meetings, we have agreed to deal with the issue early via our instructor to prevent similar problems that the group experienced in a previous assignment.

We have also been utilising GitHub as a communication tool for group members to check each other's work and provide feedback or amendments. We decided early on that any group member at any time can write issues or questions in the chat section of our Discord Server and group members would do their best to respond within 24hours.

Skills and Jobs

Full Stack Developer

Full Stack Developer would play a key role in our development team. The successful candidate should be able to create scalable software to be a part of a development team. As well as being responsible for the project from start to finish and being a good team player. The developer should have a good understanding of both front-end and back-end coding software. In addition, being equipped with knowledge in managing third-party libraries and excellent design skills.

Some of the key responsibilities are

- Design client and server sides architecture.
- Write the connection between front-end and backend APIs.
- Debug and troubleshoot the system.
- Document the software.
- Build a mobile application.

As requirements.

- Good understanding of front-end and back-end such as (HTML/CSS, JavaScript, Java, Python, Node.js).
- Proven experience on a similar role as a Full Stack Developer.
- Basic knowledge of databases queries.
- Excellent teamwork and communication skills.

Programmer

SIFT would need to hire a Computer Programmer. The role of the Programmer would be to write and test code that allows the application and program to function. Always running tests to make sure all the codes are correct and fixing bugs in the development of the Applications and Website. They will need to be experienced and specialise in HTML, JavaScript and Java-Android SDK. They should also have solid knowledge working with mobile application development flow, implementation, and release. The programmer will also work closely with the Software Developer and Full Stack Developer.

Software Developer

Similar to the stack developer, the software developer will need to have an eye for design and UI/UX. They will be working primarily on the front end and delivering a fantastic user experience to customers so experience in design, HTML/CSS, JavaScript, Java, Python, Objective - C and Swift (for IOS applications) will be extremely desired. The Stack dev, software dev and the programmer will all be working in conjunction with each other to make sure the program works on multiple platforms and operating systems.

Marketing Lead

It's all good and well to have a fantastic Idea for a program but if there are no users or no one knows about it then it's useless. Someone in charge of marketing and public relations will be important in the process of getting SIFT off the ground. They will also act as the face of the software, making announcements about upcoming releases and keeping the public up to date with SIFTs progress.

Group Reflection

The group got together and had a lengthy reflection session about all of our experiences during this assignment and the group as a collective agreed on the following;

What went well?

The group agreed that the teamwork and communication aspect of the assignment went really well. The group communicated effectively, and on a regular basis which helped us deliver a high-level product. There was a definite improvement compared to the previous assignments since the removal of a group member, which the majority had difficulties working with. Over all the whole assignment was a positive and rewarding experience that was made easier by the ease that the group operated.

What could be improved?

The team felt that contributions in the discussion could be worked on so that everyone contributes on an equal level. This was simply getting the quieter members of the group to have their voice heard more. Although this could be improved, our communication was of such a good standard that we always asked others for their opinions even if they didn't always volunteer them.

At least one thing that was surprising?

One of the main things we found surprising during this assessment piece was the variation of ideas that each group member put forward during the group conversations. Each member was able to put forward ideas that the group could discuss and vote on. These ideas help shape our project and greatly improve the overall finished product and the way the group functioned as a team.

At least one thing that you have learned about groups?

We have learned that you are stronger in the team environment when completing a task. By finding a team that works well together, your time and stress levels are more easily managed. Your work is a higher quality than if you have completed something yourself as you have had the input and knowledge of the entire team. The innovation and ideas you get from a group can be hashed out, refined and later implemented to make a far superior product.

Overall, we felt this time around the GitHub pages did accurately reflect members' work. The reason for the change in this assignment is the group worked hard to upload all work to GitHub instead of uploading it in the Discord Chat. The group felt that GitHub and our server on Discord worked well together in terms of communication, time efficacy and accurate recording of work completed.

Individual Reflections

Marek Hutchinson-Goncz

I felt that this assignment compared to all of the other assessment pieces went far more smoothly in terms of communication, time management and team cohesiveness. We worked well together sorting out any issues that arose through constructive conversation and debate. We met regularly utilising Discord Voice and Chat as well as the GitHub Pages. I think this time around GitHub definitely showcased our teams work to a higher level than in the previous assignments. On prior team tasks we had a team member leave with no warning and another fail to complete any of their group tasks. This time around our communication was fantastic which allowed us to work so much better as a team. Talking about our team work with the group I agreed that it was fantastic, the ideas members of the team came up with were great, and I have decided that seeing the way this team worked and the ideas that were polished into results, I would be more than happy to work in a team environment for projects and assessment pieces in the future.

Kris Hand

This time around I think the group worked really well together and everything went smooth, in comparison to the last assignment when we had one member pull out and another not contribute anything at all. Even though we had less members, we divided the workload up early on and everyone contributed their fair share of work and pulled their weight. We made all the deadlines that we set out, which made it far less stressful compared to the last assignment when we would have to rush and take over work of the other members who are no longer in the group. We all communicated well through Discord regularly to chat and used Github to upload the work that we had completed. I am happy with how the project has turned out. I really enjoyed working with all members of the team and would be more than happy to work on future projects again with the group.

Alan Wood

In my opinion, the assignment went really well, everyone completed their task on time even though the workload was considerably more since two of the group members left on the previous assignment causing the work distribution to almost double on the members. Although the group was formed with fewer members and we had more tasks to complete, we finished the tasks on time and met the deadline comfortably. This is in contrast to how it went previously where everyone had to take a section of the unfinished task and rushed through to get it done. I believe part of the reason behind the success is that we learned from our mistakes and we adjusted and applied to this group. I'm excited to say that finally, I fit in a group where everyone pulled their load as a team player. Hopefully we will have the opportunity to work together in another assignment or even in the future jobs.

Riley Pening

This time around I felt that the team worked cohesively and synchronously, with every team member contributing evenly and fairly. There was once again, no slackers or egotistical conflicts from within the group, everyone contributed in a way that was effective and efficient in bringing us closer to completing the assignments. No one needed to be babysat or have their hand held along the way and this is reflected by our need to not constantly catch up for discussion super frequently. The group met on discord when we felt we needed to discuss the next step in our process or to finalise segments of the assignment, however now that the two members who did not pull their weight were removed, we operated like a well oiled machine and everyone knew what needed to be done, and did it.