GIU projects

MVP IDEATION

ECS

MVP ideation - CPMCs

🚩 Problem to solve

The current performance management conceptualizations are over reliant on managers as performance domain experts. The process is built on the assumption of "familiarity with performance domain" during performance planning, monitoring and assessment, giving the manager the full control on the process. This assumption is problematic as it implies static performance domains. It also assumes knowledge still flows top down which is no longer the case especially in tech. related industries. This assumption also doesn't account for modern working conditions (flexible and remote working, working on personal devices ... etc.) which imposes major difficulties on the managers to provide coaching and proper timely feedback on a day to day basis. Moreover, it allows personal biases to become more prevalent in performance assessment. consequently, this has major negative Implications on talent, such as feeling underappreciated, demotivation, burnout, hindering creativity ... etc. That can eventually lead to talent loss.

🌱 MVP solution

We are looking to revamp the use of electronic performance monitoring tools to be used by the employees and their managers conjointly to measure and optimize individual's performance. Through gathering information on individual behaviour, it becomes easier to customize the performance management experience to the individual employee's need.

Some Suggested Features:

- Track employees' computer usage and activities throughout the day to gain productivity insights.
- Classify productive and distracting activities.
- Productivity scoring for users and departments.
- Provides dashboard views showing productivity trends of individuals and the whole team.
- Offers productivity coaching to empower employees to achieve bigger goals.
- Promotes time management and attention training with a Pomodoro timer.
- Gives coaching tips and recommendations based on detected behaviour.
- Allows employees to take a break from automatic computer monitoring with the private time feature.
- Automate risk detection and block unwanted employee behaviour on a target computer.
- Automatically limits time for non-work-related apps and websites.
- Removes employees' sensitive data from activity logs such as passwords, personal usage data, etc.
- OCR functionality for screenshots and documents.
  More information and ideas can be discussed during the design workshop

More information and ideas can be discussed during the design process

MVP ideation - Wellbeing Tool

🚩 Problem to solve

Businesses are becoming more reliant on employees for competition in global markets. Employees facing daily work challenges endure adverse impacts on their mental health and wellbeing, which consequently impact business performance. A considerable amount of evidence confirms the positive association between mental health, well-being and job performance. It is also evident that low levels of well-being for an individual can spill over and adversely impact other organizational members. Hence, organisations are progressively searching for ways to obtain sustainable high performance and avoid adverse impacts of stress and burnout. One way for employees to use their competence and resources to their own advantage of fostering their growth and wellbeing is coaching. Coaching processes are aimed to facilitate learning and create new understandings needed to overcome presented challenges through enhancing self-awareness. We are looking to equip the employees with the needed tools for them to develop a mentality to self coach and deal with future challenges on their own.

🌱 MVP solution

Cognitive behavioural coaching (CBC) is "an integrative approach which combines the use of cognitive, behavioural, imaginal, and problem-solving techniques and strategies within a cognitive behavioural framework to enable clients to achieve their realistic goals". We are looking to design a tool that provides a guided experience through the self-coaching processes.

Application features suggestions,

1. A library of self-assessments and scoring.
2. Self-reflection tools including the ability to diary through writing, recording voice / video blogs with transcriptions … etc.
3. A guided step-by-step process for goal setting, goal achievement, assessment and accomplishment.
4. Assisting users in designing behavioural experiments for their development through a guided process.
5. Incorporating a library of attention training, guided meditation and relaxation techniques.
6. Hosting 1:1 live coaching sessions (charged).
7. Calculating an Overall Well-being Score.
8. Can incorporate personalized recommendations.
9. Can incorporate the ideas of support groups (Free).
10. Can incorporate a gamification aspect.
11. Can incorporate text sentiment analysis and text analytics.

More information and ideas can be discussed during the design process

MVP ideation - Ideas & Opportunities Market Place

🚩 Problem to solve

Ideation and design thinking are non-linear, iterative processes that teams use to understand users, challenge assumptions, redefine problems and create innovative solutions to prototype and test. Being a non-linear iterative process imposes challenges for the business while identifying practical procedures and resourcing properly to bring ideas to reality.

🌱 MVP solution

We are looking to design and idea management tool merged with an opportunity market place.

Suggested features,

1. Flexible idea submission form: Allows the submission of ideas from internal and external sources.
2. Collaborative workspace: allows team members to brainstorm, share, and assess ideas in real-time.
3. Idea Qualification: Scoring.
4. Idea Archive with Strong Search.
5. Break down of ideas to opportunities.
6. Workspace to register interest for opportunities.
7. Create assignments with different types.
8. Can include a Gamification aspect: Makes idea submission more competitive through rewards and recognitions.
9. Can include communication tools: Allows members to collaborate on ideas using in-app chat, comments, and mentions.

More information and ideas can be discussed during the design workshop