

Roles: Associate, Manager

User interface

As a user on the website, I want the UI to be simple, minimalistic and clean, with nice design, so that the website is easy to navigate.

Annual / Time specified plan

As a manager, I want to be able to specify for what time frame is the plan created. So that I can create both Annual, or shorter plans.

Snapshot of plan

As a manager, I want that when the plan evaluation is done, I want to create a Snapshot of the plan which is to be persisted.

Creation of plans

As a manager, I want to create plans for associates or teams. So that later the associates and teams can fill in their goals into those plans.

Creation of goals

As an associate, I want to be able to create my own goals, so that I am able to track my progress later, all goals should follow SMART principles. Specific, measurable, achievable, relevant and timely goals. As a manager, I want to create goals for my subordinates.

Each goal has its own progress

As an associate, I want to keep my goals updated so I can track my progress and also to reflect for the manager how far am I currently in achieving the goal, so there should be a percentage bar which will reflect the current progress.

Shared / Team goals

As a user, I want to be able to create shared goals for department/team/project, so there is a way for more users to work on achieving their shared goal.

Goal accomplishment flow

As a manager, I want that there should be a flow for the plan. No messaging between associate and me, but the system itself should let me know, maybe by some highlighting, when Associate finishes his plan and he is prepared for a review of the plan.

Goal priorities

As an associate, I want to be able to prioritize the goals, so that I can always focus more on few selected goals.

Plan dashboard

As a user, I want to be able to see all my goals in nice and clean way, so that I can track my own progress and have an overview of all my set goals for the current plan.

Enterprise Single Sign on

As a user, I want to be able to login into the application via Enterprise Single Sign on, meaning that I don't have to create any special username and password for this application, but I will just use my standard username and password that I use to access other Enterprise applications.

Plan evaluation

As a manager, once the time-span for plan is over, I want to be able to evaluate associate how he has done with achieving of his goals.

Combined view for associate

As an associate, I want to be able to, once I have finished my plan, to merge unfinished goals in a simple way into a new plan, so that I don't have to fill in again the same goals.

Shared Associates plan with Manager

As a manager, I want to be able to continuously track progress of my associates, so that the associates plan is shared between me and associate and I can check on the associates plan anytime I want.

Gamification

As a manager, I want to motivate the Associates to feel encouraged in achieving of their goals, so they can be awarded with achievements.