



# TEAM BEANS

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## Team Charter

Wenzheng Kang

Michael Plante

Sabbir Ahmed

Trevor Swann

Ian Wittler

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## Team Member Biographies

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**Wenzheng Kang**

Since graduating from the University of Washington with a double major in Mathematics and Economics, Wenzheng has been working at a start-up company focusing on developing an E-commerce platform for business-to-business sales of agricultural products. Her major responsibility is participating in a full cycle of agile development based on React.js. She is experienced in coding, testing, and deploying essential building blocks of software applications. Wenzheng started her studies in the Computer Science program at JHU in 2021.



**Michael Plante**

Michael is a software engineer in Boston. He is originally from Maryland and got his undergraduate computer science degree at the Rochester Institute of Technology in 2016. He has previously worked at NASA Goddard Space Flight Center and Northrop Grumman, and currently works at athenahealth developing electronic health record systems. He started at JHU in 2019. He spends his free time singing, playing guitar, and playing Dungeons & Dragons.



**Sabbir Ahmed**

Sabbir is a software engineer in Boston. He is originally from Maryland where he went to the University of Maryland for his undergraduate program in computer engineering and applied mathematics. He graduated in 2018 and joined the JHU EP program 2 years later. He works at Booz Allen Hamilton, where his time is split between interacting with FPGAs and being a full-stack developer using primarily C++, Python, and JavaScript. Outside of work, he enjoys cooking and is starting culinary school. He also enjoys hiking, playing video games, salsa dancing, collecting vinyl records, and going to concerts.



**Trevor Swann**

Trevor is a Software Engineer in Baltimore, Maryland where he was born and raised. He received a bachelor's degree in Computer Science from York College of Pennsylvania in December of 2020 and began working on his master's degree in Computer Science at Johns Hopkins University in August of 2021. He began working at Textron Systems right out of undergrad, where he spent most of his time contributing to software development for an Unmanned Air Vehicle program. He spends most of his free time both following and participating in sports and fitness activities and has two dogs named Louie and Stella.



**Ian Wittler**

Ian is a software engineer in Baltimore, Maryland where he is originally from. He studied his undergraduate degree in Computer Science at Hood College and is currently in his final class for his master's degree in Computer Science at Johns Hopkins University. He has worked at Northrop Grumman since 2019 and works in an embedded engineering group. His hobbies include playing volleyball, lacrosse, and softball. He also has a pet dog named Mazie whom he enjoys taking on hikes and camping trips.

## **Collaboration and Decision-Making Process**

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First, all team members are expected to communicate ethically and respectfully, consistent with all Johns Hopkins University regulations and standards.

For day-to-day collaboration, the team will mainly use text-based conversations in the Team Beans Microsoft Teams workplace. Real-time collaboration on documents through Microsoft Teams will be utilized to organize deliverables. Links are made available in Microsoft Teams. In a team conversation or in the Files tab, select *More options* next to the file to edit it in Teams.

Team members should communicate primarily through group channels, rather than direct messaging or off-platform communications, to maintain an open and communicative workplace. This will ensure that team communications are stored in a monitored and traceable channel that is accessible to all team members. Members of the team are supposed to respond to messages in time.

Furthermore, as needed, additional synchronous meetings can be organized on an ad hoc basis. Attendance at these synchronous sessions should be mandatory for all team members. If a team member is unable to attend this weekly meeting, he or she should notify the rest of the team ahead of time.

## Conflict Resolution Process

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Team Beans was formed within one week. Due to the speed and agility of the team formation, it is necessary to acknowledge the existence of conflicts. Our mitigation method to resolve conflicts is as follows:

1. **Acknowledge its existence.** The first step to resolving conflicts is to become aware of its presence within the team. The parties involved will inform the rest of the team to begin the mediation process at the early stages of a conflict to prevent the situation from exacerbating.
2. **Define the conflict.** After the team is aware of the conflict, more information should be requested from the parties involved to gain clarity on the situation. All team members will be involved in this process to ensure a neutral yet productive conflict management process. Team members that are not involved in the conflict will act as neutral mediators. After the mediators have obtained sufficient information on all sides of the conflict, there will be an internal meeting to discuss potential solutions. A second meeting will be called with the involved parties and mediators.
3. **Discuss possible solutions.** All parties involved will be asked if they agree with the definition of the conflict crafted by the mediators. They will be asked to share a solution to the conflict, and the mediators will share their suggestions. All parties involved shall have an equal opportunity to plead their perspective.
4. **Draft a compromise.** The entire team shall attempt to incorporate the solutions from all the parties involved.
5. **Reach an agreement.** All voices and thoughts should be heard and included. A concise conflict resolution agreement shall be worked out and obeyed by all parties.