


# Ideation Phase

## Brainstorm & Idea Prioritization




Date	18 October 2023
Team Id	Team-593386
Project Name	Machine learning Approach for Employee Performance prediction
Max. marks	4 marks


### Step-1: Team Gathering, Collaboration and Select the Problem Statement



## Brainstorm & idea prioritization


Use this template in your own brainstorming sessions so your team can unleash their imagination and start shaping concepts even if you're not sitting in the same room.

 10 minutes to prepare  
 1 hour to collaborate  
 2-8 people recommended





### Before you collaborate


A little bit of preparation goes a long way with this session. Here's what you need to do to get going.

 10 minutes


---

 **Team gathering**  
Define who should participate in the session and send an invite. Share relevant information or pre-work ahead.

 **Set the goal**  
Think about the problem you'll be focusing on solving in the brainstorming session.

 **Learn how to use the facilitation tools**  
Use the Facilitation Superpowers to run a happy and productive session.

[Open article](#) →




### Define your problem statement

**What:** Machine Learning Approach For Employee Performance Prediction  
**Who:** Businesses of all sizes  
**When:** Now and in the future  
**Where:** In the workplace  
**Why:** To make better decisions about hiring, promotion, training, employee development, and employee retention



**Problem**



How: By using machine learning algorithms to identify patterns and trends in historical data that can be used to predict future employee performance





#### Key rules of brainstorming

To run a smooth and productive session

 Stay in topic. Encourage wild ideas.

 Defer judgment. Listen to others.

 Go for volume. If possible, be visual.

## Step-2: Brainstorm, Idea Listing and Grouping

2

**Brainstorm**  
Write down any ideas that come to mind that address your problem statement.  
  
🕒 10 minutes

TIP

You can select a sticky note and hit the pencil (switch to sketch) icon to start drawing!

**Kritika Tripathi**

Use a variety of machine learning algorithms, such as linear regression, logistic regression, and decision trees

Use feature engineering to improve the performance of the machine learning model

Develop a web application that allows users to interact with the machine learning model.

**Rakesh Lodhi**

Use the machine learning model to identify employee development opportunities

Use the machine learning model to personalize the employee experience

Develop a machine learning model to predict employee turnover

**Tahir Agwan**

Collect and prepare data for the machine learning model

Evaluate the machine learning model and make improvements as needed

Develop a machine learning model to predict employee performance on specific tasks

**Chandan Singh**

Use the machine learning model to identify employees who are at risk of burnout.

Use the machine learning model to identify employees who are ready for new challenges

Use the machine learning model to improve the fairness and equity of the employee performance prediction process

3

**Group ideas**  
Take turns sharing your ideas while clustering similar or related notes as you go. Once all sticky notes have been grouped, give each cluster a sentence-like label. If a cluster is bigger than six sticky notes, try and see if you can break it up into smaller sub-groups.  
  
🕒 20 minutes

TIP

Add customizable tags to sticky notes to make it easier to find, browse, organize, and categorize important ideas as themes within your mural.

**Collect and prepare data for the machine learning model**

Develop a web application that allows users to interact with the machine learning model.

Use the machine learning model to identify employee development opportunities

Use the machine learning model to improve the fairness and equity of the employee performance prediction process

Use feature engineering to improve the performance of the machine learning model

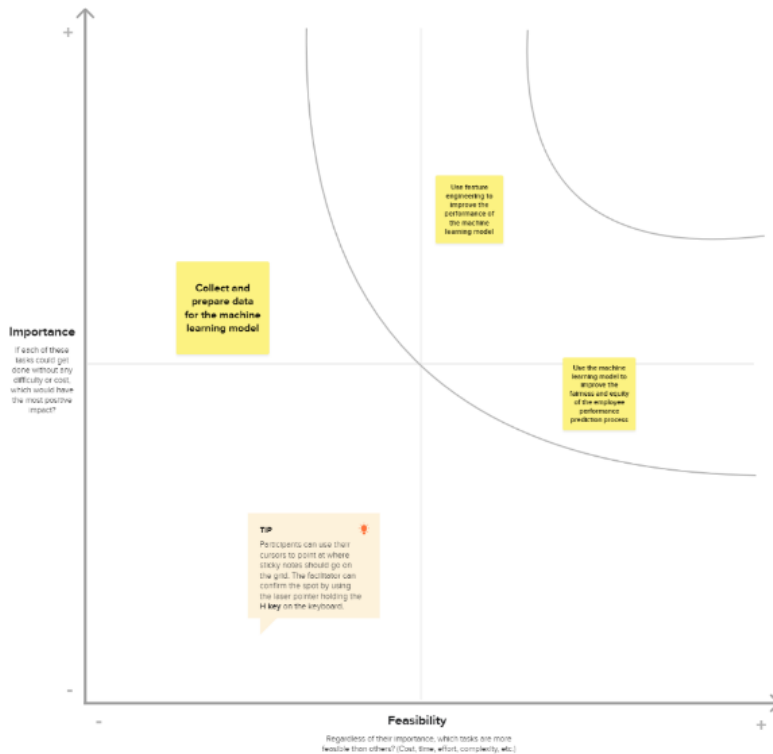
## Step-3: Idea Prioritization

4

### Prioritize

Your team should all be on the same page about what's important moving forward. Place your ideas on this grid to determine which ideas are important and which are feasible.

20 minutes



5

### After you collaborate

You can export the mural as an image or pdf to share with members of your company who might find it helpful.

#### Quick add-ons

- A Share the mural**  
Share a view link to the mural with stakeholders to keep them in the loop about the outcomes of the session.
- B Export the mural**  
Export a copy of the mural as a PNG or PDF to attach to emails, include in slides, or save in your drive.

#### Keep moving forward

- Strategy blueprint**  
Define the components of a new idea or strategy.  
[Open the template →](#)
- Customer experience journey map**  
Understand customer needs, motivations, and obstacles for an experience.  
[Open the template →](#)
- Strengths, weaknesses, opportunities & threats**  
Identify strengths, weaknesses, opportunities, and threats (SWOT) to develop a plan.  
[Open the template →](#)

[Share template feedback](#)