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I. Abstract

The team for IPRO 317 is tasked with working on developing a pervasive training program. This program will integrate various psychological and technological applications. As such the team working on this project has split into 2 groups to work on these respective applications.

The idea of pervasive training addresses a dire need in the field of corporate training. This concept allows companies to put their employees through training by making them self-aware. This method of training also enables employers to train their employees with minimal disruption to productivity. Our intention is to implement this training through the employee’s hand held devices. Each employee would select a group of peers to fill out an assessment, the combination of the peer assessments, an assessment performed by the employee’s supervisor and one by the employee themselves would constitute the evaluation of employee. The employee would then receive a series of periodic e-mails to their mobile device that they would then need to respond to in order to complete this training. After a pre-designated amount of time for this training the employee will fill out a new survey and receive their results. A significant motivator for this training is that it is purely voluntary and allows the employee to receive these evaluations without their employer knowing any of the results aside from completion status.

From our research team we hope to derive a set of themes by which to rate the employee as well as survey questions. What this will lead to is a group of teachable moments. These moments will be reminders for the employee based upon the results of their surveys. Once this system is derived the research team will begin a search for appropriate test organizations for us to run our trials on.

While this is being done our development team will build a website to distribute and compile these surveys. This site will also send out our teachable moments and maintain this data. All of this will be done on a desktop computer that will be converted into a server. Once testing begins, this team will be responsible for assisting the test users in the survey and teaching process. These team members will provide support for any issues the users will have as well as for maintaining the website integrity during this process.

Ultimately once this initial phase is done our hope is that this product will move immediately into production. Our hope is that with the success of our project this will become a new standard in the training of employees. With this being the case employers will be able to train more employees with less loss of production. Our goal is for this to be used with every employee and not just those in management.
II. Team Information

The Team Roster for IPRO 317 will be found in Appendix A. Team skills assessment will be found in Appendix B.

Team Purpose

The purpose of the IPRO 317 project is to develop a pervasive training program. The students involved in this project will be given the opportunity to work in an environment allowing them a deeper insight into corporate training structure.

Team Objectives

- Understand current corporate training systems
- Identify holes in the current models
- Develop a new model for employee training
- Learn proper communication between technical and non-technical teams
- Increase understanding of web development systems

III. Background

History

As this is an innovative project there are not many previous examples for us to base our design on. We are simply adapting older models of training with new psychology and technology.

Customers

The customers for our project are any employees of any company. The reason for this is the adaptability of our design to any employee’s position. This is intended to allow companies to train every one of their employees and not just those in management. This system provides training with much less overhead than previous models. This allows companies to train their employees at a fraction of the cost with limited loss of production.

Ethical concerns

This project faces an ethical concern in the workplace. This is primarily referring to confidentiality. A primary goal of our project is to ensure the employers do not gain access to the outcomes of the surveys taken by the employees. It is important to this project that management not be informed of these results to ensure the training has full effect and no repercussions.
IV. Team Value Statement

Desired Behavior

- Proper attendance by all team members to all scheduled meetings
- Equal cooperation from all team members
- Proper communications between teams and team members
- All teams members should be granted access to all documents produced
- All team members will report to their team leaders for guidance

Conflict Resolution

All conflict between team members will be resolved internally to this project team.

- Team members with disputes will bring those issues up with their group leaders
- Team members with concerns regarding group leaders, or group leaders with concerns will bring these concerns to the project manager
- Concerns with the project manager or concerns of the project manager will be brought to the faculty advisor
- Concerns regarding the faculty advisor should be presented to the group as a whole for open discussion
- Any conflict affecting the group as a whole will be dealt with through group discussion and resolution

V. Work Breakdown Structure

Problem Solving

As our project will be resulting in a test run we anticipate many issues to arise. Our current goal is to document these issues and resolve them as they arise if possible. Any issues we are unable to resolve will be documented for the production release of this program.

Team Hierarchy

- Project Manager: Ismail Hassan
- Minute Taker: Preston Bailey
- Development Team Leader: Paul Orawiec
- Research Team Leader: Sravya Dasari
Sub-Team Responsibilities

Research Team:
The research team is responsible for developing core themes for the project. This team will be working to not only develop the surveys, themes and teachable moments but also for identifying adequate test organizations for our trial at the end of the semester.

Development Team:
The development team in this project will be held responsible for the creation of the website and any technological interface our users will see. Additionally they will be responsible for end user support once our project goes into a testing phase.

VI. Expected Results

Research Team Deliverables

- Themes on which to assess workers
- Survey to measure workers by
- Teachable moments
Development Team Deliverables

- Working desktop PC running as a server
- Working website for project support and function
- Documentation of all technical products created for this project

VII. Project Budget

<table>
<thead>
<tr>
<th>Category</th>
<th>Cost</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hardware</td>
<td>$500</td>
<td>Acquire sufficient computer hardware</td>
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<tr>
<td>Software</td>
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<td>Acquire needed computer software</td>
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<tr>
<td>IPRO Day</td>
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<td>Purchase needed IPRO Day supplies</td>
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<td>Total</td>
<td>$850</td>
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</table>

VIII. Designation of Roles

Project Manager: Ismail Hassan. This position is responsible for creation of the project plan and ensuring the project stays on task. This individual is also responsible for ensuring communications between the two working groups of the project. Additionally this person is responsible for the timeline and agenda of team meetings.

Minute Taker: Preston Bailey. This individual will be responsible for keeping meeting notes up to date and available to all team members.

Group Leaders: Paul Orawiec & Sravya Dasari. These individuals are responsible for their respective team’s progress. They will control their team deadlines and meetings. Additionally they will be responsible for weekly updates to the project manager on any developments regarding their progress.
### IX. Appendix A

#### IPRO 317 Team Roster

<table>
<thead>
<tr>
<th>Team member Name</th>
<th>Major</th>
<th>Contact information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preston Bailey</td>
<td>Applied Mathematics</td>
<td>815-214-8487, <a href="mailto:pbailey@iit.edu">pbailey@iit.edu</a></td>
</tr>
<tr>
<td>Noelle Bennett</td>
<td>Psychology</td>
<td><a href="mailto:Nbennett2@iit.edu">Nbennett2@iit.edu</a></td>
</tr>
<tr>
<td>Mark Callan</td>
<td>ITM</td>
<td>847-508-8938, <a href="mailto:Mcallan118@gmail.com">Mcallan118@gmail.com</a></td>
</tr>
<tr>
<td>Andrew Cho</td>
<td>Mechanical Engineer</td>
<td><a href="mailto:Shift6shift6kr@gmail.com">Shift6shift6kr@gmail.com</a></td>
</tr>
<tr>
<td>Sravya Dasari</td>
<td>CS</td>
<td><a href="mailto:Sdasari2@iit.edu">Sdasari2@iit.edu</a></td>
</tr>
<tr>
<td>Ismail Hassan</td>
<td>ITM</td>
<td>630-446-0141, <a href="mailto:Ihassan2@iit.edu">Ihassan2@iit.edu</a></td>
</tr>
<tr>
<td>Michael Lutgendorf</td>
<td>ITM</td>
<td><a href="mailto:mlutgend@iit.edu">mlutgend@iit.edu</a></td>
</tr>
<tr>
<td>George Noorts</td>
<td>CS</td>
<td><a href="mailto:Gnoorts@iit.edu">Gnoorts@iit.edu</a></td>
</tr>
<tr>
<td>Paul Orawiec</td>
<td>Psychology</td>
<td><a href="mailto:porawiec@iit.edu">porawiec@iit.edu</a></td>
</tr>
<tr>
<td>Nana Peprah</td>
<td>CPE</td>
<td><a href="mailto:nanakwesi.peprah@gmail.com">nanakwesi.peprah@gmail.com</a></td>
</tr>
<tr>
<td>Swathi Reddy</td>
<td>CPE</td>
<td><a href="mailto:Yreddy1@iit.edu">Yreddy1@iit.edu</a></td>
</tr>
<tr>
<td>Syeda Fatima Rizvi</td>
<td>CPE</td>
<td><a href="mailto:Sfrizvi6@gmail.com">Sfrizvi6@gmail.com</a></td>
</tr>
<tr>
<td>Archana Singh</td>
<td>CPE</td>
<td><a href="mailto:Archana.singh90@gmail.com">Archana.singh90@gmail.com</a></td>
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## X. Appendix B

<table>
<thead>
<tr>
<th>Member Name</th>
<th>Related skills</th>
<th>Weaknesses</th>
<th>Desired skills to develop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preston Bailey</td>
<td>Psychology</td>
<td>Technical understanding</td>
<td>Project development</td>
</tr>
<tr>
<td>Noelle Bennett</td>
<td>Teamwork</td>
<td>leadership</td>
<td>leadership</td>
</tr>
<tr>
<td>Mark Callan</td>
<td>Project development</td>
<td>psychology</td>
<td>Teamwork and web development</td>
</tr>
<tr>
<td>Andrew Cho</td>
<td>N/A</td>
<td>Team skills</td>
<td>Team skills</td>
</tr>
<tr>
<td>Sravya Dasari</td>
<td>Programming and research development</td>
<td>Communication and presentation skills</td>
<td>Presentation skills</td>
</tr>
<tr>
<td>Ismail Hassan</td>
<td>Web design, programming, Windows Server and project management</td>
<td>Research and documentation</td>
<td>Research skills</td>
</tr>
<tr>
<td>Michael Lutgendorf</td>
<td>Web development, project management and hardware</td>
<td>Coding</td>
<td>N/A</td>
</tr>
<tr>
<td>George Noorts</td>
<td>Programming, servers, web development</td>
<td>Teamwork</td>
<td>Teamwork and programming</td>
</tr>
<tr>
<td>Paul Orawiec</td>
<td>I/O experience, organization assessment and training tools</td>
<td>Programing</td>
<td>Programing</td>
</tr>
<tr>
<td>Nana Peprah</td>
<td>Database and web design</td>
<td>Web application</td>
<td>Web application</td>
</tr>
<tr>
<td>Swathi Reddy</td>
<td>Research and programing</td>
<td>Web design</td>
<td>Web design</td>
</tr>
<tr>
<td>Syeda Fatima Rizvi</td>
<td>N/A</td>
<td>Team skills</td>
<td>Team skills</td>
</tr>
<tr>
<td>Archana Singh</td>
<td>Knowledge of computers and hand held devices</td>
<td>Team skills and time management</td>
<td>Team skills and time management</td>
</tr>
</tbody>
</table>