Pervasive Training

Project Plan

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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 peer 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 leards 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
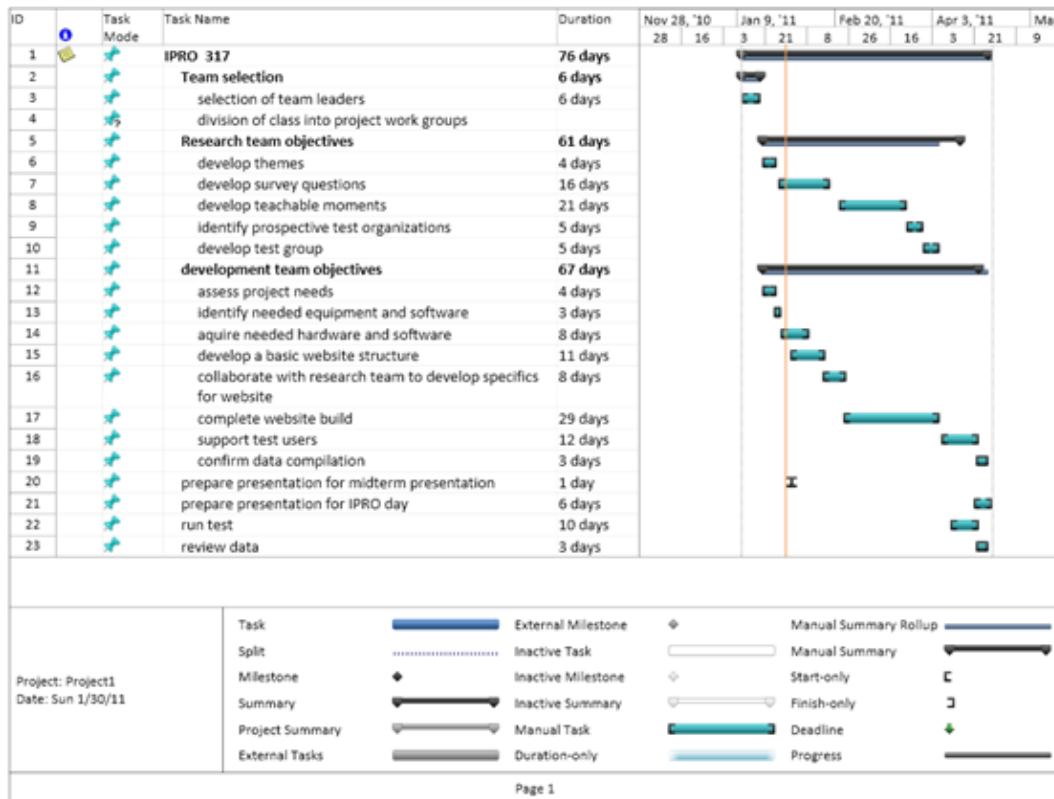
Sub-Team Responsibilities

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.

Gantt Chart

ID		Task Mode	Task Name	Duration
1			IPRO 317	76 days
2			Team selection	6 days
3			selection of team leaders	6 days
4			division of class into project work groups	
5			Research team objectives	61 days
6			develop themes	4 days
7			develop survey questions	16 days
8			develop teachable moments	21 days
9			identify prospective test organizations	5 days
10			develop test group	5 days
11			development team objectives	67 days
12			assess project needs	4 days
13			identify needed equipment and software	3 days
14			aquire needed hardware and software	8 days
15			develop a basic website structure	11 days
16			collaborate with research team to develop specifics for website	8 days
17			complete website build	29 days
18			support test users	12 days
19			confirm data compilation	3 days
20			prepare presentation for midterm presentation	1 day
21			prepare presentation for IPRO day	6 days
22			run test	10 days
23			review data	3 days

Project: Project1
Date: Sun 1/30/11

Task		External Milestone	Manual Summary Rollup
Split		Inactive Task	Manual Summary
Milestone		Inactive Milestone	Start-only
Summary		Inactive Summary	Finish-only
Project Summary		Manual Task	Deadline
External Tasks		Duration-only	Progress

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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

Category	Cost	Description
Hardware	$500	Acquire sufficient computer hardware
Software	$200	Acquire needed computer software
IPRO Day	$150	Purchase needed IPRO Day supplies
Total	$850	

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		
Team member Name	**Major**	**Contact information**
Preston Bailey	Applied Mathmatics	815-214-8487 pbailey@iit.edu
Noelle Bennett	Psychology	Nbennett2@iit.edu
Mark Callan	ITM	847-508-8938 Mcallan118@gmail.com
Andrew Cho	Mechanical Engineer	Shift6shift6kr@gmail.com
Sravya Dasari	CS	Sdasari2@iit.edu
Ismail Hassan	ITM	630-446-0141 Ihassan2@iit.edu
Michael Lutgendorf	ITM	mlutgend@iit.edu
George Noorts	CS	Gnoorts@iit.edu
Paul Orawiec	Psychology	porawiec@iit.edu
Nana Peprah	CPE	nanakwesi.peprah@gmail.com
Swathi Reddy	CPE	Yreddy1@iit.edu
Syeda Fatima Rizvi	CPE	Sfrizvi6@gmail.com
Archana Singh	CPE	Archana.singh90@gmail.com

X. Appendix B

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