# Vision Agile Management

#Agile Behavior
#Responsive Environment
#Agile Tools
#Gamification

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# Vision Agile Management Tools
## New organizational paradigm

Vision Agile Management software tools helps your company to **enable cultural and structural fit**. Your People Management efforts must actively strive to monitor this fit and then work with teams to help them become better aligned.
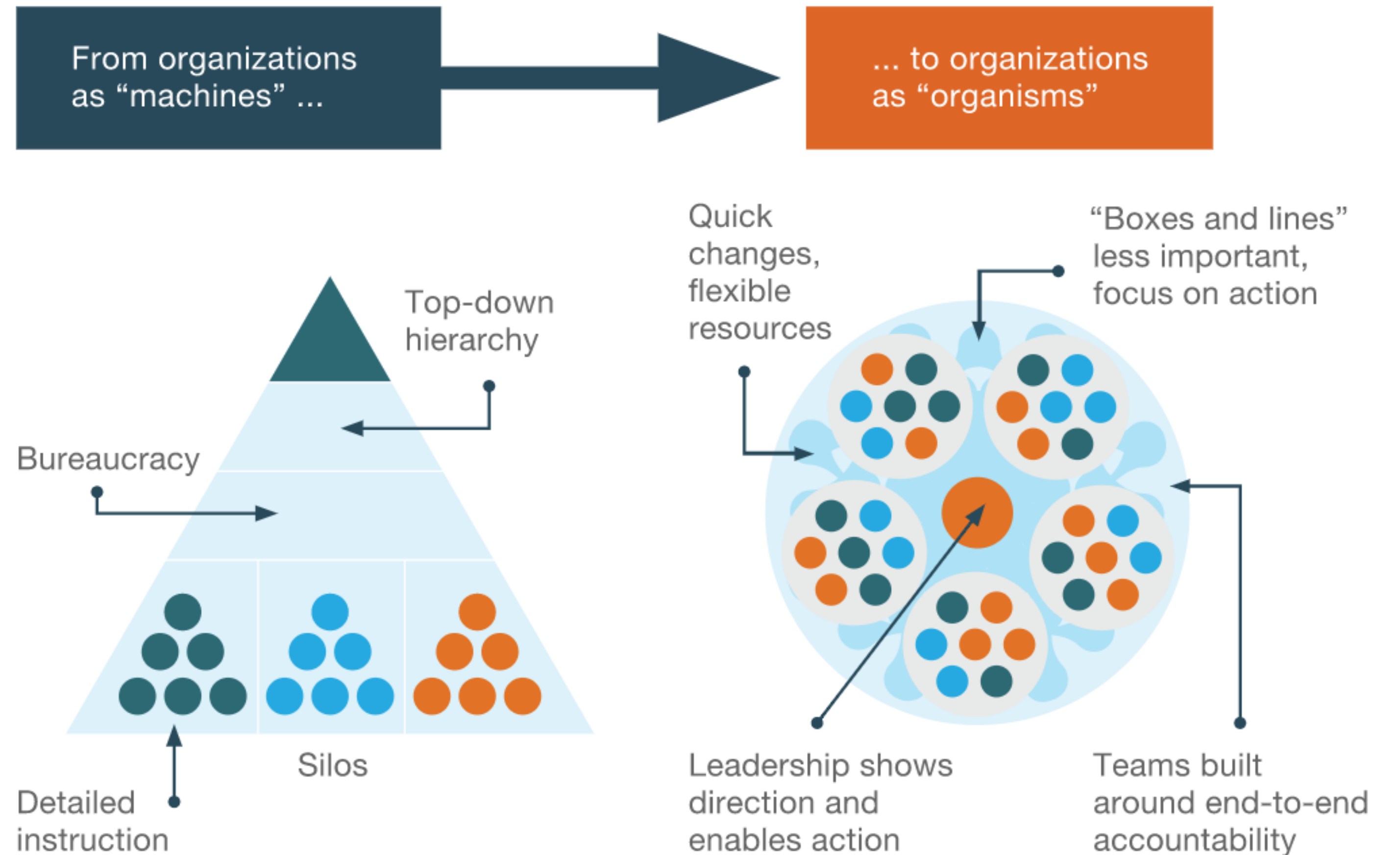
**Reward employees for agile behaviors**. Vision Agile Management tools enable your company to reward people for delighting customers, for effective teamwork, for collaboration, and for learning.

**Support agile teams**. Enable teams to organize themselves, manage their work, and evolve their own process or "way of working."

**Energize people**. People who are energized, who are happy, who love their work are far more productive than people who are not.

**Enable people**. Help leaders to push decision making authority to the people who do the work and help these people to accept this authority and responsibility.



Rather than organization as machine, the agile organization is a living organism

From organizations as "machines" … → … to organizations as "organisms"

Top-down hierarchy

Bureaucracy

Silos

Detailed instruction

Quick changes, flexible resources

"Boxes and lines" less important, focus on action

Leadership shows direction and enables action

Teams built around end-to-end accountability

McKinsey&Company

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# Vision Agile Management
## Using games for daily management



Vision Agile Management enable your employee with easy to use web 2.0 application allowing to rate each interaction with specific feedback, using game-design elements and game principles in non-game contexts.

With this tools, the corporate world is looking towards exciting, inviting models, systems and platforms for employees in order to reach the necessary level of motivation and active engagement.

Create a win-win situation for both the organization and the employees through the combination between the gamification process and daily tasks evaluation.

Benefits:
- **Increased productivity**: working becomes funny, and people are more focused;
- **Increased employee satisfaction**: the workplace becomes an exciting place;
- **Increased employee retention**
- **Increased quality**
- **Increased employee morale**: recognition can be very rewarding for the mind and can elevate the mood of the employees.

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# Employee Self Feedback

**Main features:**

- Providing feedback between employees on the basis of predefined values
- Easy generate input to the assessment of employees
- Part of the internal process of performance management
- Gamification

Vision Agile Management Applications enable modern and agile management approaches within digital agile company while automatize and digitalize all business processes.

Use the best HR & Performance management tool in order to keep your team united and motivated.

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# Staff Self Feedback (I Appreciate)
## *Agile Management and Performance Evaluation*

**Main features:**

- Contribute to the assessment of banking employees
- Part of the internal process of performance management
- Providing feedback between employees on the basis of predefined values
- Gamification
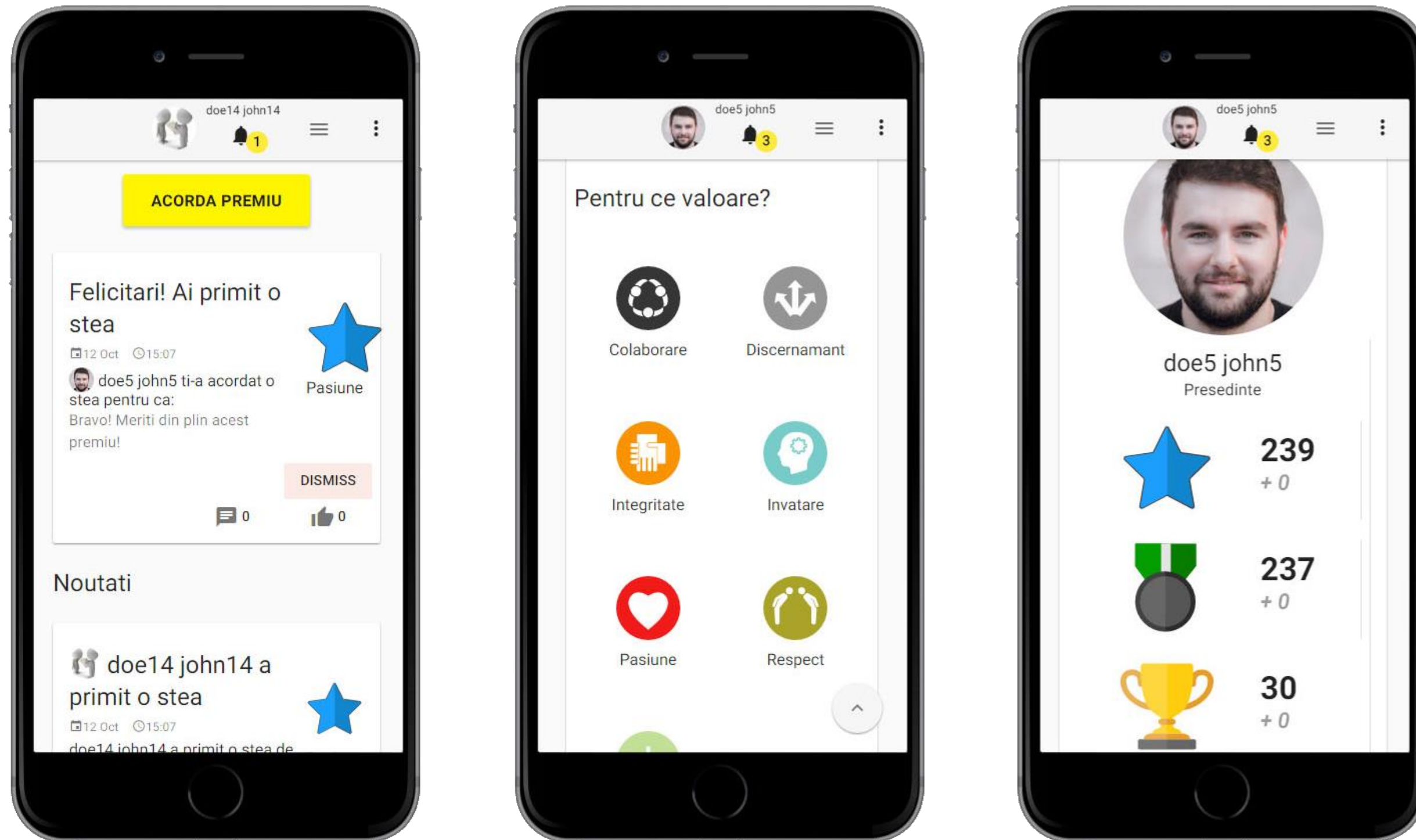


Empower your employee with easy to use web 2.0 application allowing to rate each interaction with specific feedback, using game-design elements and game principles in non-game contexts.

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# Staff Self Feedback (I Appreciate)
## *Agile Management and Performance Evaluation*

- Each employee have a series of distinctions that he can grant to colleagues based on their behaviors in different situations:
    - cups
    - medals
    - white balls
- The received awards importance is scored according with specific circumstances
- The application interface is intuitive and easy to use. The user will be guided to the actions he wants to perform by displaying help / information messages.
- Each employee has defined in the platform the personal profile gathering all activity outcome

Colaborare    Discernamant    Integritate    Invatare

Pasiune    Respect    Simplitate

### De ce merita colegul tau acest premiu?

Adauga mesajul tau aici

Exemplu de mesaj:
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Praesent non velit at velit consequat auctor sed et neque. Pellentesque habitant morbi tristique senectus et netus et malesuada fames ac turpis egestas. Integer sit amet orci ut nulla interdum accumsan nec ac dolor. Aliquam nec suscipit dolor. Pellentesque sollicitudin laoreet urna, ac cursus erat tincidunt vel. Interdum et malesuada fames ac ante ipsum primis in faucibus. Suspendisse sed commodo purus. Sed suscipit ac leo consectetur vehicula. Vestibulum hendrerit at lorem et faucibus.asdr

0/500

ACORDA PREMIUL

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ACASA    PREMIILE MELE    doe5 john5

doe john
Evaluator
Centrul Dobrogea-Dunarea de Jos

ACORDA PREMIU

22    22    4

Ai acordat in total 48 premii    Afiseaza permiile acordate

doe john a primit o stea
08 Nov  14:27
ti-a acordat o stea pentru ca:
test test test este test
Discernamant  0  0

doe john a primit o stea
08 Nov  13:53
ti-a acordat o stea pentru ca:
test 3 test 3 test 3
Pasiune  0  0

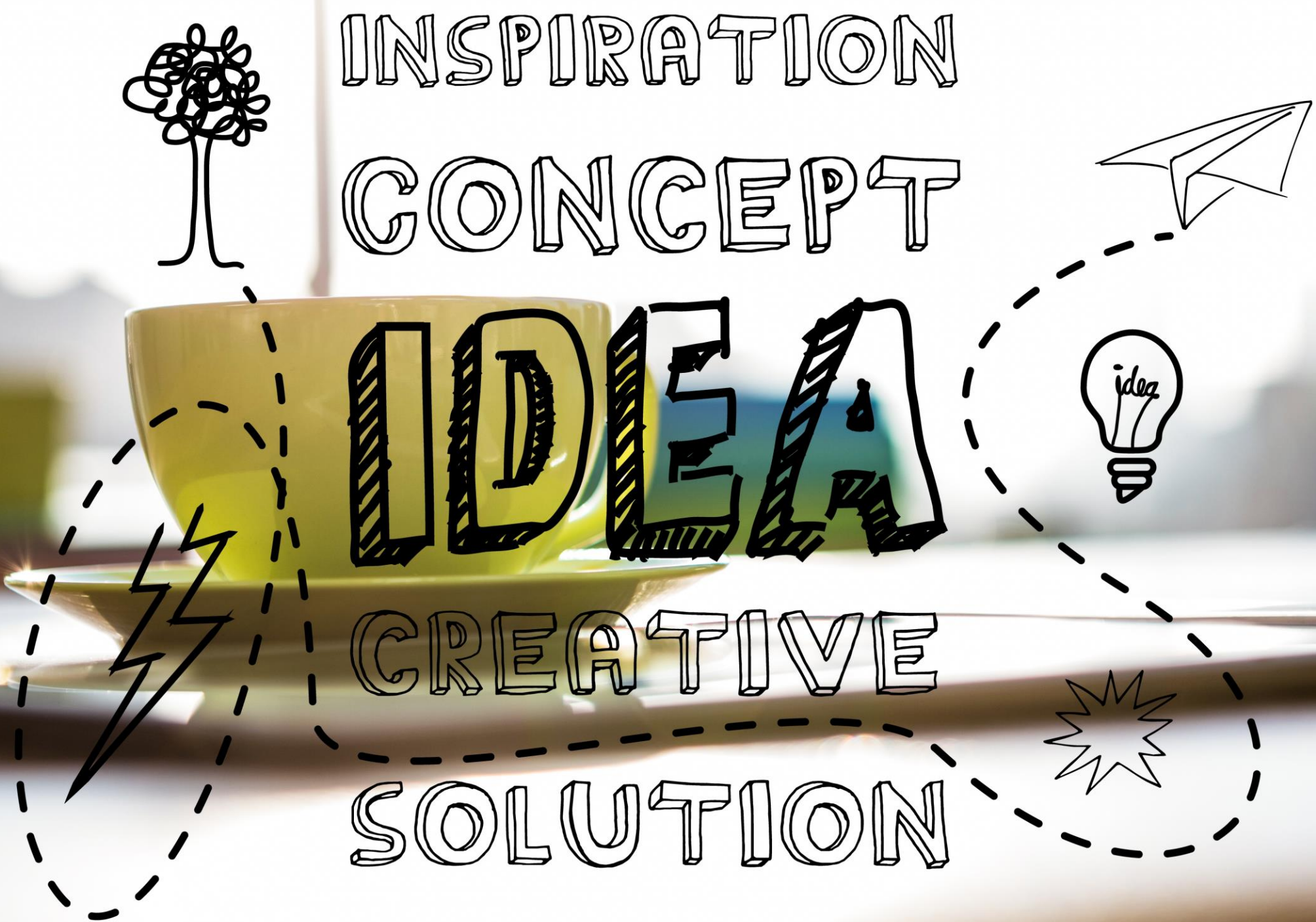doe john a primit o stea
08 Nov  13:44
ti-a acordat o stea pentru ca:
test test test test test 2
Simplitate  0  0

The Platform is available for mobile / tablet so that the provision of feedback / distinction can be made in any context that includes interaction between colleagues (meeting, agency, travel, etc.).

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# Employee's Voice

**Main features:**

- Allow employees to initiate improvements ideas or signals problems
- Complex idea voting and validation mechanism based on organization hierarchy
- Easy generate new improvement projects
- Platform that ensures all opinions are heard and addressed.
- Gamification

Vision Agile Management Application Employee's Voice enable is an important way that members contribute to effective team functioning and workplace improvements. Giving employees a share of voice is a critical component of establishing a workforce that's happy, productive, and engaged.

Enable your agile organization with easy to use web 2.0 tool allowing gathering, evaluation and implementation of your employee workplace and business processes improvement ideas.

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# Team's Voice

## *Agile Management and Performance Evaluation*

**Main features:**

- Proposal Management and Score mechanism
- Automatic awarding of prizes
- Mechanism of draft ideas
- Dashboard Ranking, Personal page and Notifications
- Archive and Like mechanism
- User search and public page view
- Ideas Allocation Page and Assign idea
- Attribution tags and Allocation alert
- Edit text ideas & comments
- Joker Grant and Manage tags
- Ranking and Weekly report
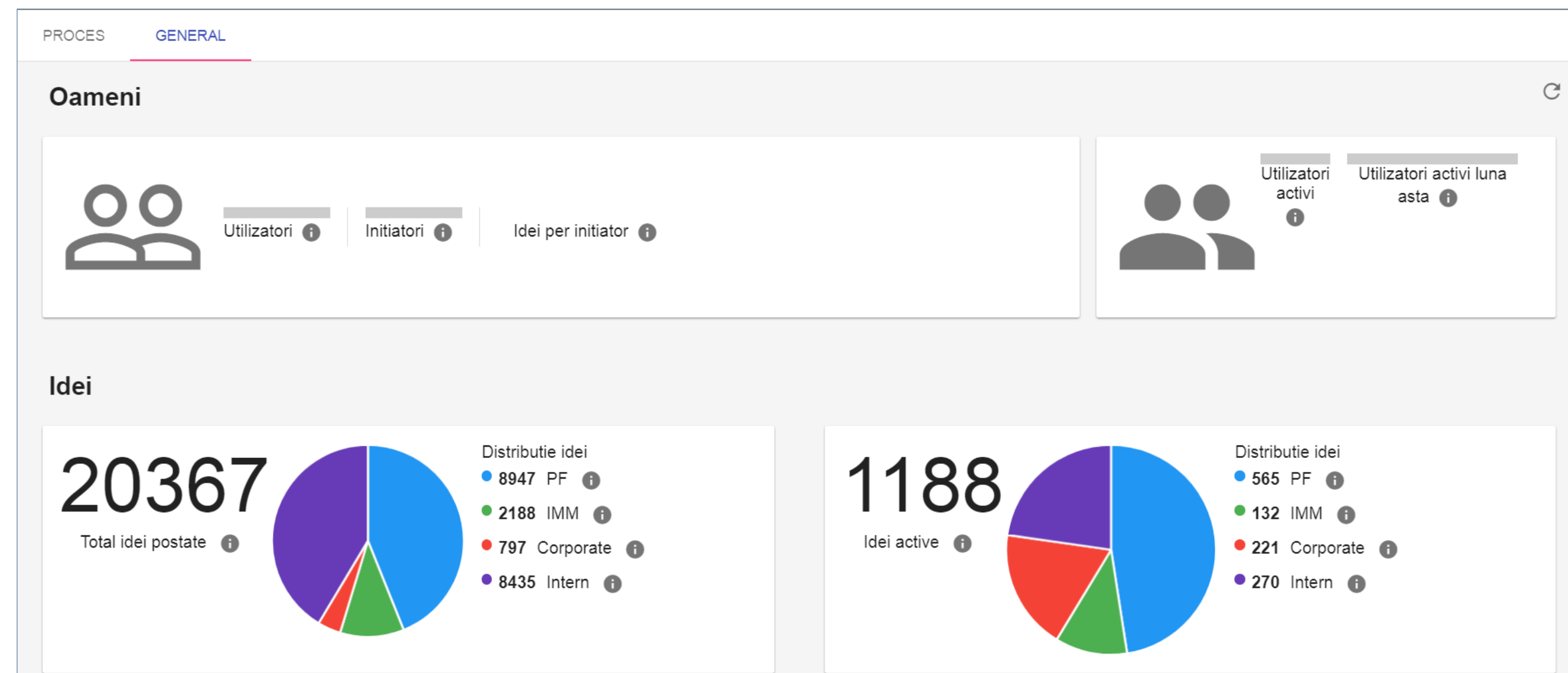


Implement your employees ideas and enable agile management methodology with powerful and suitable digital tools



The Platform is available for mobile / tablet so that the provision of new ideas can be made in any context that includes interaction between colleagues (meeting, agency, travel, etc.).

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# Team's Voice
## *Agile Management and Performance Evaluation*

- Employees has the opportunity to present ideas or signal the problems identified over time within the company, but also to propose solutions to solve or improve them.
- The ideas presented and the problems reported, as well as the solutions to solve them will have to be voted, and in order to reach implementation they must meet a necessary number of votes for each phase:
  - Phase 1, corresponding to the initiator's or topic's area or department
  - Phase 2, corresponding to the initiator's or topic's region / division
  - Phase 3, corresponding to the national level
- All employees can view and vote the ideas from each stage in separate pages filtered accordingly
- Each employee has the opportunity to comment and vote on any proposal
- Specific adjustments can be implemented according with each company internal rules

# Internal Surveys

o Interaction between all employees of the organization
o Providing feedback between the entities and functions in the company's organizational chart administration, etc.)
o Reporting area, where the administrator has the opportunity to see statistics on users and study results

Easily conduct the annual internal customer satisfaction survey so that, in the medium term, this study can be accessed by all employees of the organization at more frequent intervals, to provide the most conclusive feedback on interactions with various departments / regions from the organization

CUSTOMER REVIEWS

58,817

30,154

16,174

6,714

2,454

4,321

4.5

Improve engagement, collaboration & performance with a customizable data-powered platform.

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# Internal Satisfaction Survey
## *Agile Management and Performance Evaluation*

**Main features:**

- Segments Management: Dimensions, Questions
- Surveys Management
- Invitations Administrations
- Evaluation engine
- Questions engine
- Dashboards, Graphics and results analyses

Simply measures how satisfied internal customers or staff are within a department or team with powerful features built for business, designed for people and loved by teams.

# Internal Satisfaction Survey
## *Agile Management and Performance Evaluation*

- Create Survey:
    - Add target entities
    - Create questionnaire
    - Set timing
    - Launch survey
- Administrate Surveys and Invitations
- Dashboards, Graphics and results analyses
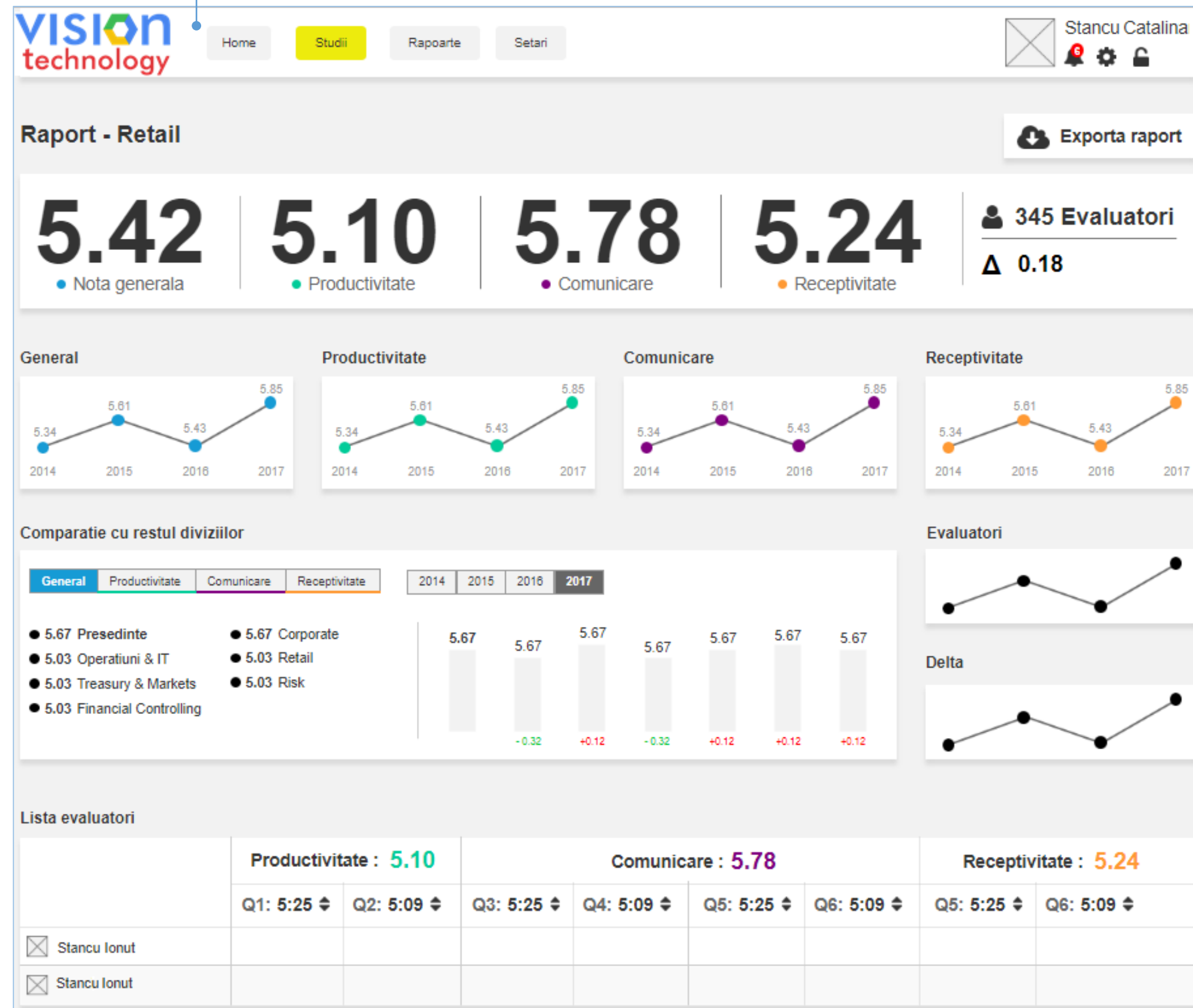


The Platform is available for mobile / tablet so that the responses can be filled in in any context that includes interaction between colleagues (meeting, agency, travel, etc.).

# eLearning

- Complex training content
  - Interactive movies
  - Quiz and theory
  - Guided training creation wizard
  - Graphical learning path manager tool
- Roles management
  - Easy administrate access and permissions
- Training management
  - Catalogue with public/private trainings
  - Instructor-led sessions management
  - Adaptive learning path management
  - Rich and powerful content authoring tool, allowing to create interactive and engaging contents
  - Training prerequisites
  - Automatic certificates generation
- Global and collaborative tools
  - Customizable dashboard for every user
  - Calendar
  - Document and media gallery

Start creating your online learning courses with visual and easy to use platform!

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**Generate Training Content**

Ensure that the employees are engaged in the training program with interesting content

**Organize Your Courses**

Adaptive learning path management: training materials are adapted to every student accordingly

**Integrate with Business Workflows**

Integrate the eLearning platform in your internal workflows

**GO Online**

Enable Employee with easy to use and efficient eLearning platform
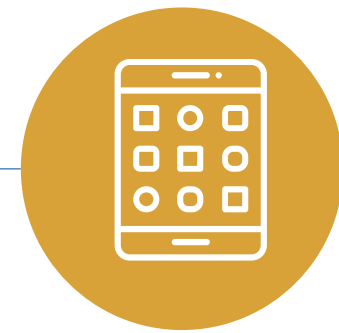
Vision Agile Management
Learning Management System

# Technology and Integration



Create complex applications in visual designer, with no code and high flexibility for further changes and customizations with Vision App Maker Platform.

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# Vision Agile Management
## Technology

Multi-layer Architecture:
- Presentation Layer: Bootstrap, Google Charts\
- Business Layer: Angular 1.5, Java Backend
- Persistence Layer: Cloud Sql / MS SQL Server
- Security: Google / Microsoft AD
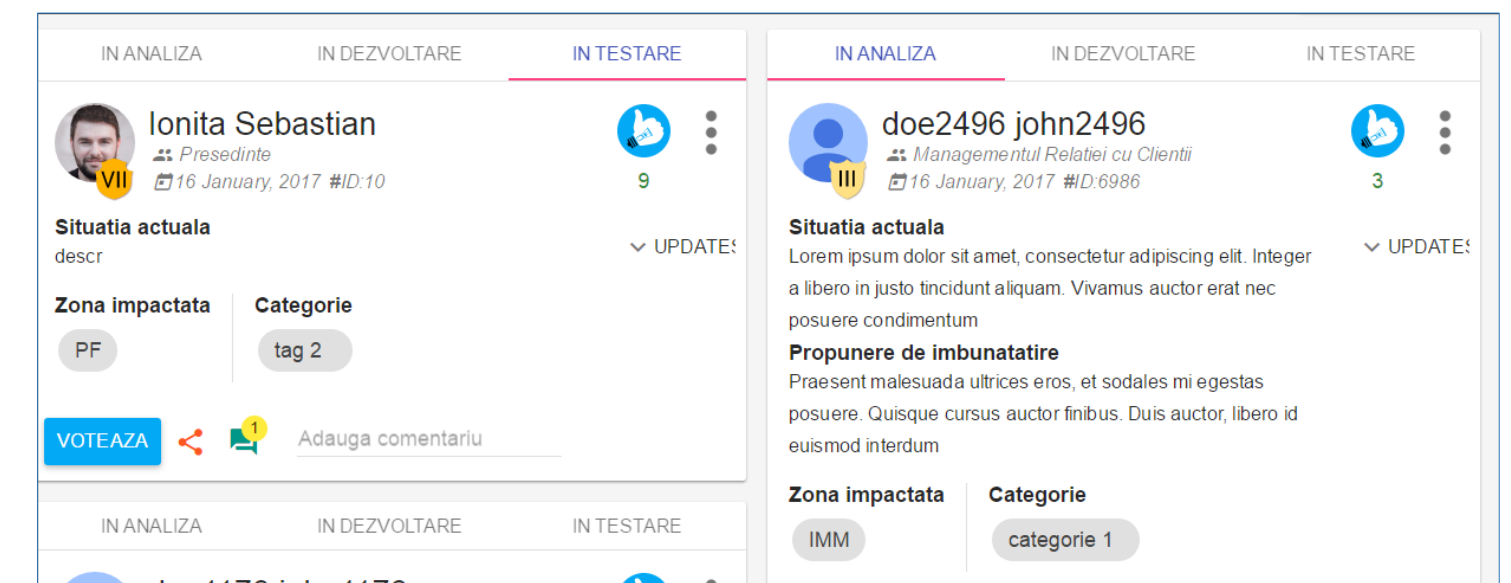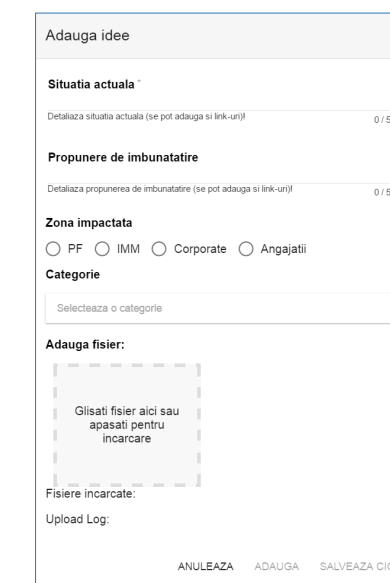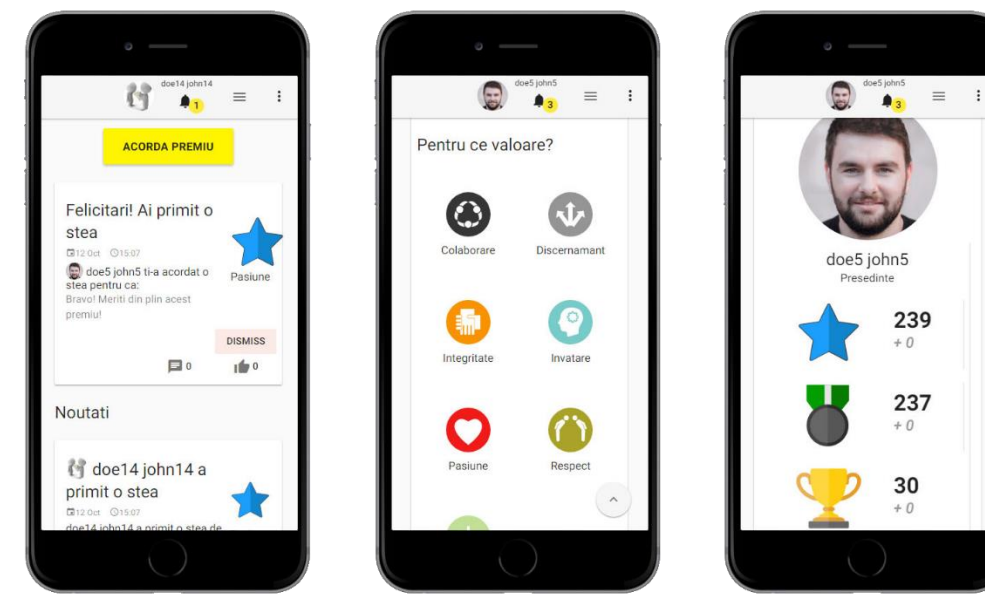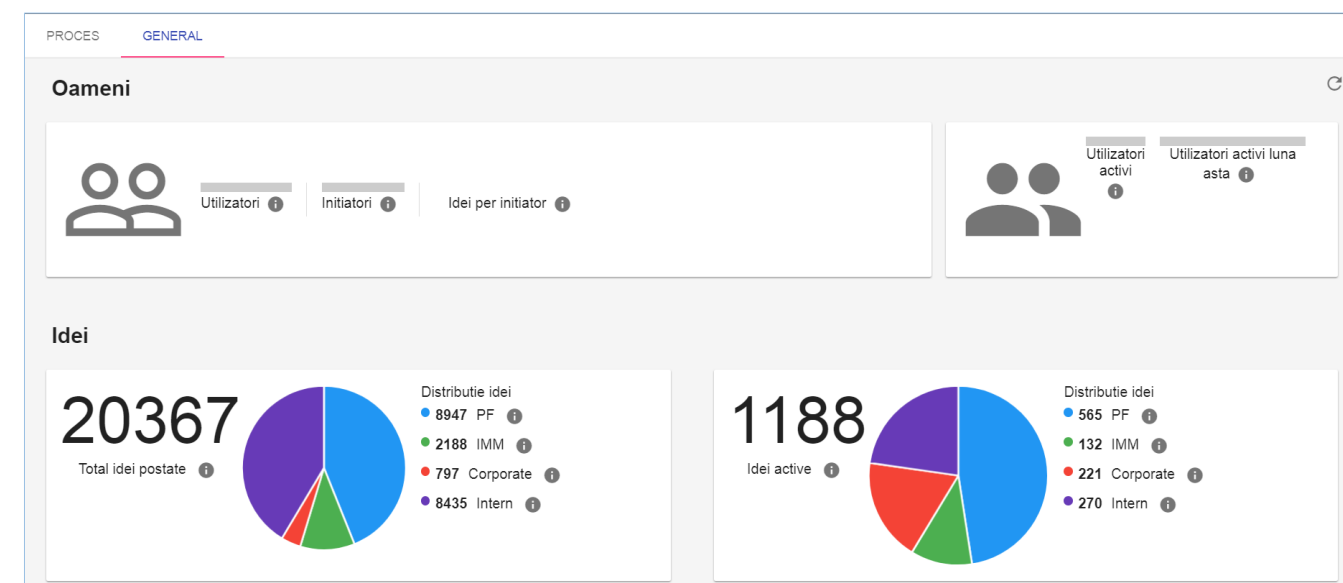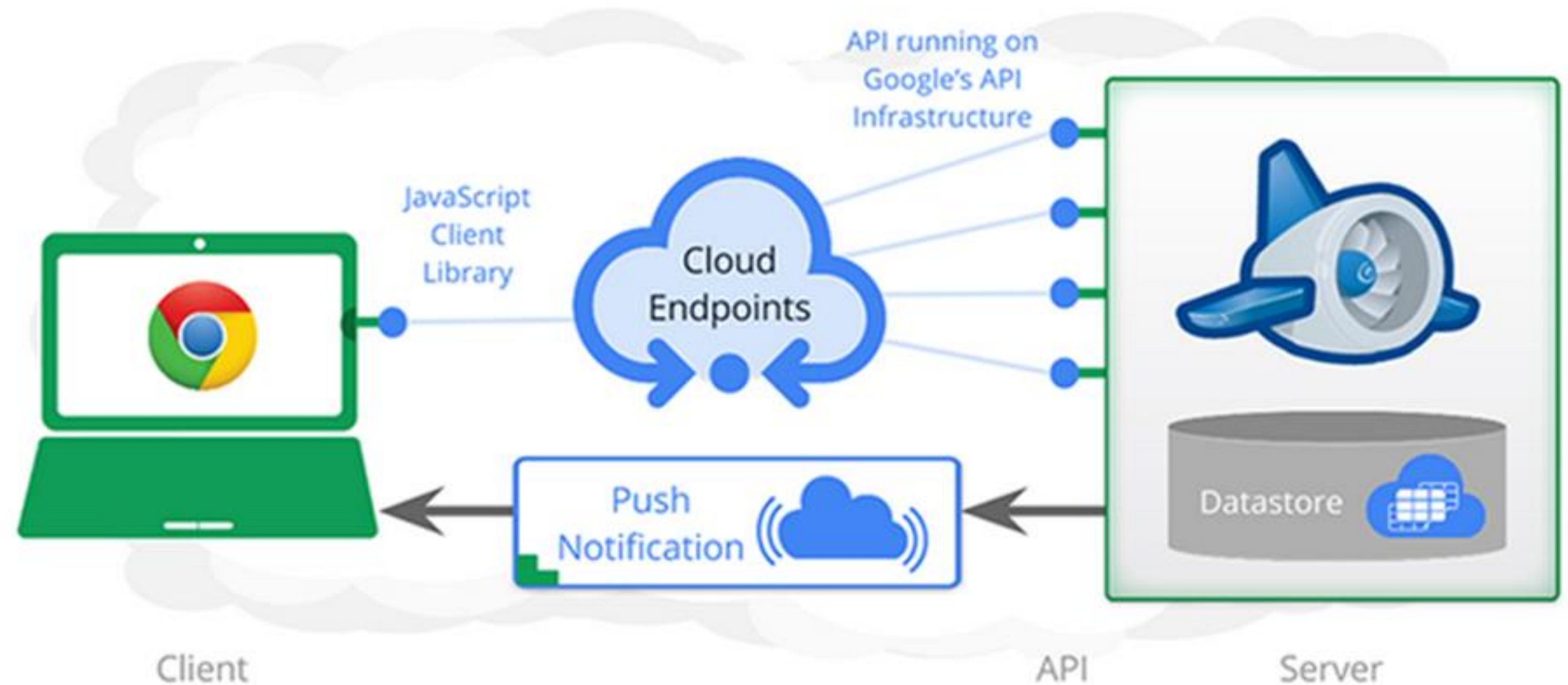
## Vision App Maker Suite
Build complex applications in visual designer, without code.

- Easy build new application from scratch
- Integrate existing platforms and legacy systems into unified application
- Digitalize your business workflows through business processes re-engineering
- Enhance Business-Integration Speed & Agility
- Optimize operations with processes prepared for rapid evolution
- Drive innovation by quickly creating innovative digital products and services
- Accelerates Transformation
- Simulate working software much earlier in the cycle enabling project team to iterative prototyping and agile development

Our customers are successfully rollout their daily operation on applications powered by Vision App Maker:



Vision App Maker is a mature platform with 100+ implementations for various industries: Banking, Insurance, Automotive, Pharma, Services, Government, Distribution, Travel, Field Services.

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Enjoy the digital journey

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