

The background is a dark blue color with several thin, gold-colored lines that form abstract, angular shapes. These lines radiate from the central text box, extending towards the corners of the frame. The lines vary in length and orientation, creating a sense of movement and connectivity.

# Synergi

UCSB Capstone Fall 2020

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# THE PROBLEM

- Hard data and statistics do little to gauge a team's effectiveness and synergy
  - *An effective team on paper is not always an effective one in practice*
- Remote collaboration has skyrocketed and will become more commonplace in the future
- **Employees and managers alike often prefer to avoid confrontations than to deal with mismatched teams**
  - Burnout
  - “Toxic working environments”
  - Hindering or halting progress



69%

of managers are often uncomfortable talking with their employees

33%

of employees feel that a lack of open communication has the most negative impact on their morale

4.6x

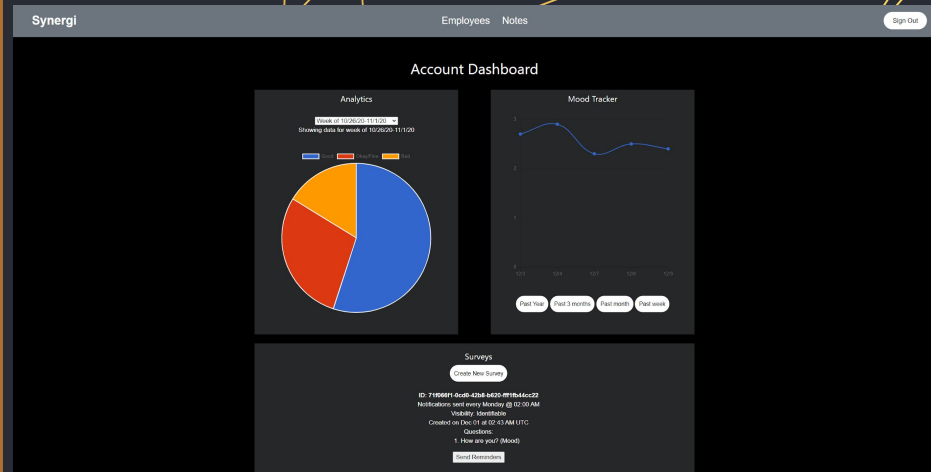
increase in employees' productivity has been noted when their voices are heard

# OUR SOLUTION

- A platform for **managers** to have meaningful **insight** into their teams' **synergy** and **performance**.
- Managers can schedule **pre-constructed** or **customized** surveys at regular intervals.
- Choose your survey to be **anonymous** or **identifiable**.
- No hassle for employees - just click on **unique links**.
- **Natural Language Processing** to analyze open-ended survey response.
- Graphs to visualize **team's sentiments**.

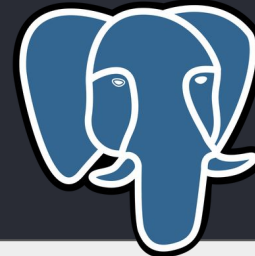
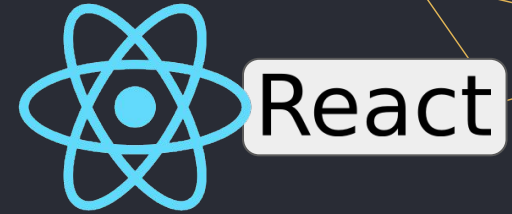


# Demo

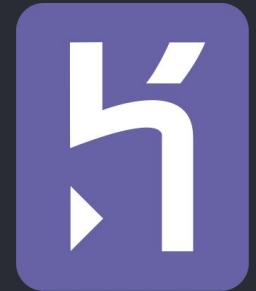


# IMPLEMENTATION

- React Frontend with Ruby on Rails Backend
  - Authentication required to access manager dashboard
  - Employees receive unique links via email to respond to surveys
- PostgreSQL used to store login credentials and survey data (questions and responses)
- Heroku used for website and database hosting



PostgreSQL



heroku

# PLANS FOR CS189B

**1.** Natural Language Processing  
Use NLP to analyze open-ended responses

**2.** Slack Integration  
Implement a Slack bot for survey notifications and responses

**3.** Unified React Frontend  
Redesign the manager dashboard with React

**4.** UI/UX Optimizations  
Make the dashboard more intuitive and informative