



kippy

Feature Overview

11 Dec 2022

version 1.7



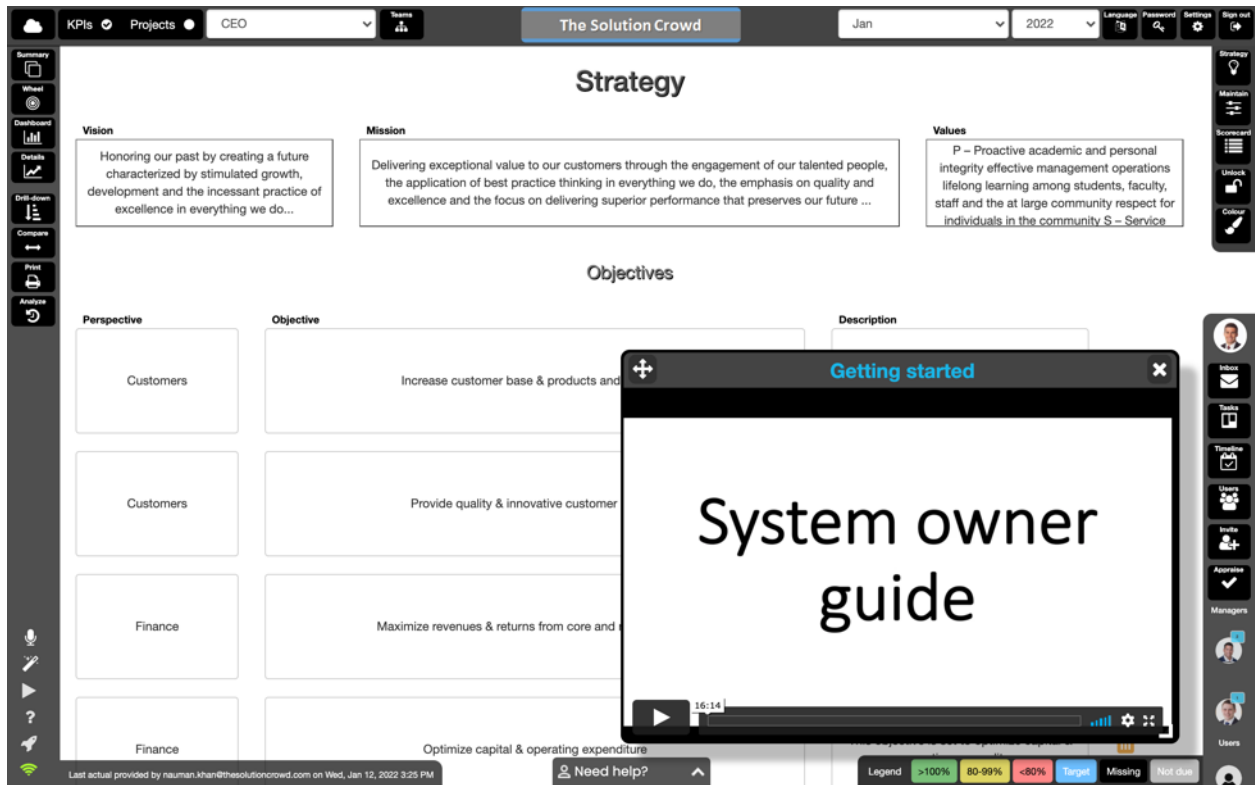
INTRO	2
STRATEGY	3
TEAMS	4
OBJECTIVES	6
KPIS	7
OKRS	8
TARGETS	9
UPDATING ACTUALS	10
REVIEWING ACTUALS	19
HISTORY	22
CHAT AND WIKI	23
TASKS	26
PROJECTS	30
LIVE DASHBOARDS	33
ANALYZE	37
STAFF PERFORMANCE	41
STAFF APPRAISALS	43
SELF APPRAISALS	46
EMPLOYEE RATINGS	47
REPORTS	56
RISK MANAGEMENT	66
GOVERNANCE	67
QUICK SET-UP	78
USER MANAGEMENT	79
REMINDERS	84
NOTIFICATIONS	85
HOSTING OPTIONS	87
WEB APIS	90
FUNCTIONS	91
MICROAPPS	92
DEDICATED ENVIRONMENTS	93
FULLY CONFIGURABLE	94
MULTI-LANGUAGE	95
HELP	98
PERSONALISATIONS	100
MOBILE RESPONSIVE	101
NAVIGATION	101
CUSTOMISATIONS	103
BUILT-IN INTEGRATIONS	104
BILLING	105
SECURITY	106
EXTENSIONS	108



Intro

The following describes the key features of kippy by showing how a typical system would be set up from start to end.

Also, when you login, videos show you how to get started.





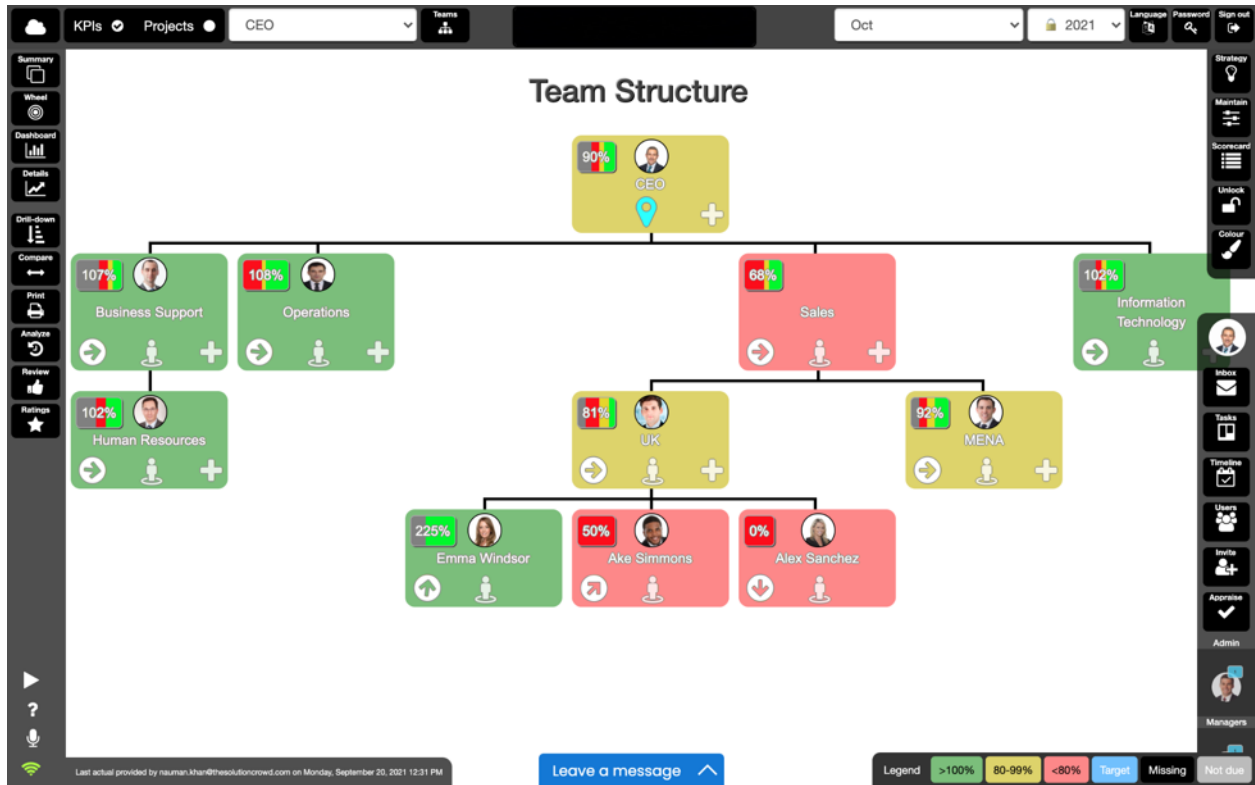
Strategy

Firstly, the Level 1 corporate objectives and KPIs are defined and propagated down to the lower-level teams.

The screenshot displays the Kippy Strategy dashboard for the CEO role. The interface includes a top navigation bar with 'KPIs', 'Projects', and 'CEO' dropdowns, along with date and year selectors (Oct, 2021). The main content area is titled 'Strategy' and is divided into three sections: Vision, Mission, and Values. Below these is an 'Objectives' section with a table of three rows. A legend at the bottom right indicates performance levels: >100% (green), 80-99% (yellow), <80% (red), Target (blue), Missing (grey), and Not due (white).

Perspective	Objective	Description
Customers	Increase customer base & products and services	This objective is set to increase customer base & products and services
Customers	Provide quality & innovative customer service	This objective is set to provide quality & innovative customer service
Finance	Maximize revenues & returns from core and new business	This objective is set to maximize revenues & returns from core & new businesses EDITED X3

Teams



The team structure is created hierarchically by either the Admin adding sub-teams to a team or a Manager adding Employees to a team.

Double-click on the team boxes in the structure to collapse/expand each portion of the tree. Hold shift and scroll your mouse wheel for slow zoom in and out.



Kippy – Features

The image displays two screenshots of the Kippy software interface, illustrating team management features. Both screenshots show a hierarchical organizational chart with various teams and their performance metrics.

Top Screenshot: Add a new team

- Modal Title:** Add a new team
- Section:** Add to Sales
- Form:** Team name: South America
- Buttons:** CLOSE, ADD TEAM

Organizational Chart Data (Top Screenshot):

- CEO (100%)
 - Business Support (107%)
 - Human Resources (102%)
 - Operations (108%)
 - Sales (81%)
 - UK (81%)
 - Emma Windsor
 - MENA (92%)
 - Ake Simmons
 - Alex Sanchez
 - Information Technology (102%)

Bottom Screenshot: Add a new team member

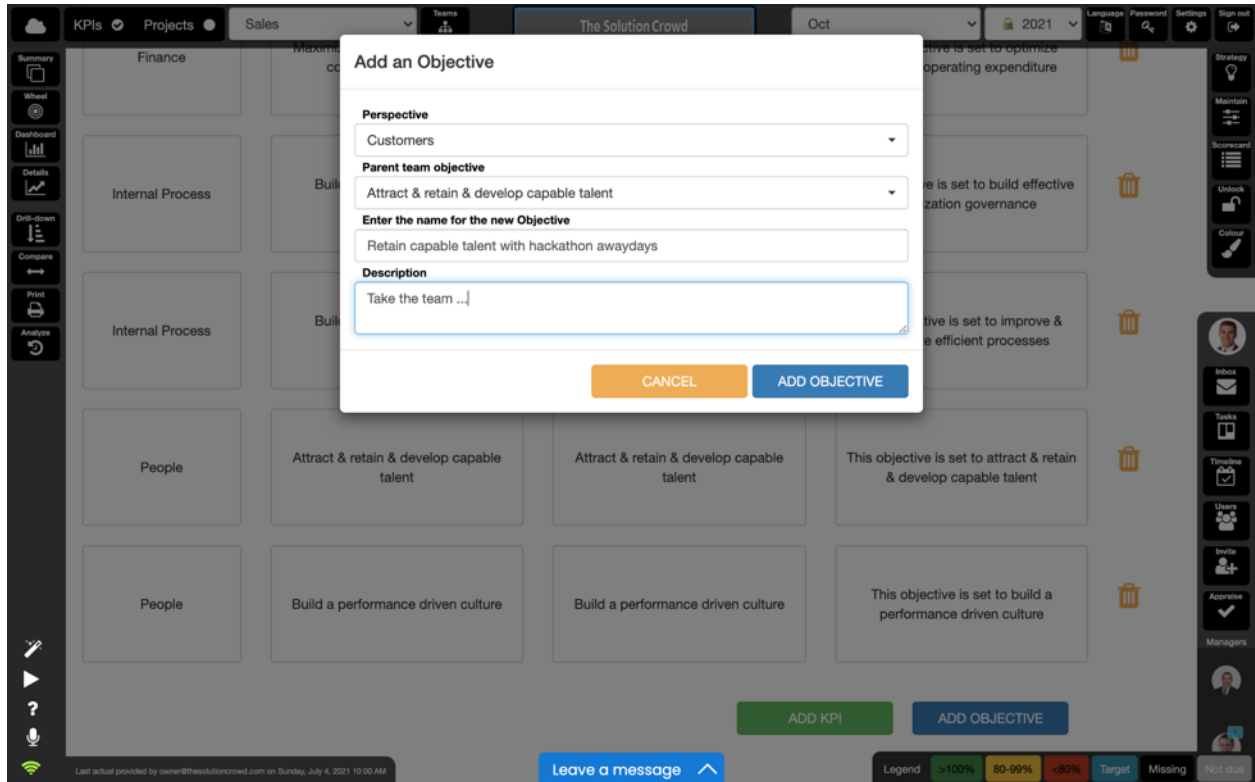
- Modal Title:** Add a new team member
- Section:** Add to UK
- Form:** User's name: Bob Jones; User's email: bob.jones@thesolutioncrowd.com
- Buttons:** CLOSE, ADD USER

Organizational Chart Data (Bottom Screenshot):

- CEO (100%)
 - Business Support (107%)
 - Human Resources (102%)
 - Operations (108%)
 - Sales (81%)
 - UK (225%)
 - Emma Windsor
 - MENA (50%)
 - Ake Simmons
 - MENA (0%)
 - Alex Sanchez
 - Information Technology (102%)

Objectives

Then, each team can create local objectives and KPIs that are linked to the objectives of the parent team/department they are part of.



Cascade objectives vertically down your organisation and create local objectives.



KPIs

Each employee in a team is then given individual objectives and KPIs that can be different, but must be aligned to the corporate objectives.

The screenshot shows the 'Maintain' interface for a KPI. The breadcrumb trail is 'Customers | Provide quality & innovative customer service | Positive customer feedback'. The KPI Name is 'Positive customer feedback'. The Objective is 'Provide quality & innovative customer service'. The Owner is 'emma.windsor@thesolutioncrowd.c'. The Direction is 'Increase is better', Weight is '1x', Frequency is 'Monthly', and Cumulative is 'Yes'. The 'Targets and actuals for 2021' table is as follows:

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Targets	2	2	2	2	2	2	2	2	2	2	2	2
Actuals	1	1	1	1	0	0	3	3	6	7		

Buttons for 'CREATE NEW KPI' and 'EDIT KPI' are visible. The interface also includes a sidebar with navigation options and a legend at the bottom right: Legend >100% 80-99% <80% Target Missing Not due.

OKRs

Employee's can propose individual objectives and KPIs. Whilst managers can also help define and review the proposals - before approving them.

The screenshot shows the 'Maintain' interface in Kippy. At the top, there's a navigation bar with 'KPIs' and 'Projects' tabs, a user dropdown for 'Emma Windsor', and a date selector for 'Oct 2021'. The main content area is titled 'Maintain' and shows a list of 'Perspective | Objective | KPI' items. The list includes various categories like Customers, Finance, Internal Process, and People. One item is highlighted in blue: 'Unapproved People | Attract & retain & develop capable talent | Number of ex-colleagues recruited' with the email 'emma.windsor@thesolutioncrowd.com'. A legend at the bottom right shows performance ranges: >100% (green), 80-99% (yellow), <80% (red), Target (blue), Missing (grey), and Not due (grey).

Full OKR mode

The screenshot shows a modal window titled 'OKR mode'. It contains a toggle switch labeled 'Set OKR mode on and off' which is currently set to 'ON'. A text box next to the toggle says 'Changes all labels from KR to KR for all users in the organisation.'

Targets

Each KPI must be SMART and is therefore given a target to be measured at a predefined frequency (e.g. monthly, quarterly, semi-annual or annual).

Maintain

Objective: Improve & automate efficient processes

KPI Name: Number of passed builds

Owner: emma.windsor@thesolutioncrowd.c

Direction: Increase is better

Weight: 1x

Unit:

Frequency: Quarterly

Cumulative: Yes

Description:

Formula:

Data Source:

Targets and actuals for 2021

Month	Q1	Q2	Q3	Q4
Targets	25	50	100	100
Actuals	40	49		

KPI approval status: Approved

CANCEL SAVE NEW KPI

Legend: >100% 80-99% <80% Target Missing Not due

Updating Actuals

KPI Owner UI

The actual progress of each KPI can be provided by a variety of mechanisms.

- It can be provided directly by the employee in the kippy interface

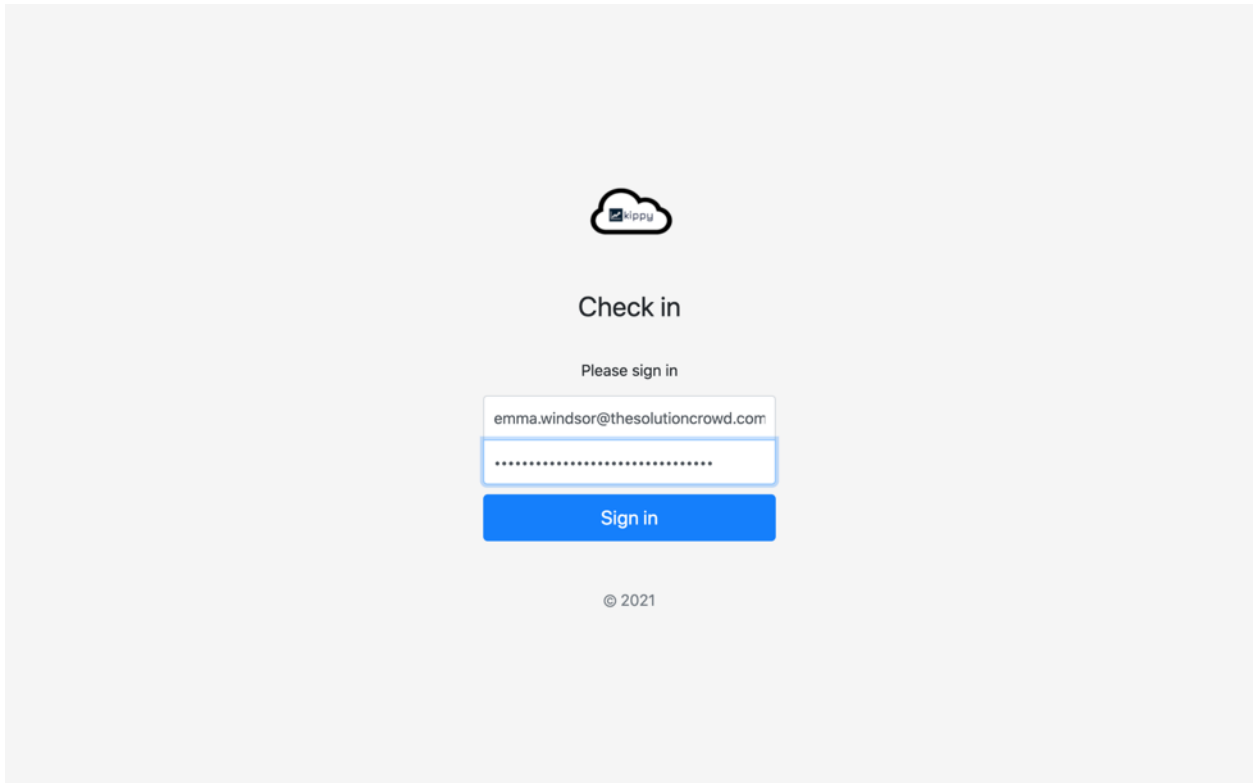
The screenshot displays the 'Scorecard' interface in the Kippy application. The top navigation bar includes 'KPIs', 'Projects', a user profile for 'Emma Windsor', a search bar, and a date selector for 'Oct 2021'. The main content area is organized into sections: Perspectives (225%), Customers (350%), Internal Process (100%), and People. Each section contains a table of KPIs with columns for Name, Direction, Weight, Frequency, Unit, Cumulative Target, Actual, and Score. A 'Leave a message' button is visible at the bottom of the interface.

KPI Name	Direction	Weight	Frequency	Unit	Cumulative Target	Actual	Score
Positive customer feedback	Increase	1x	Monthly		Yes 2	7	350%
Timely closure of audit observations	Increase	1x	Monthly		Yes 100	100	100%



Check-in microapp

- It can be provided by the employee in an standalone express “check-in” microapp





My KPIs

Positive customer feedback
(350%)

7 / 2

Emma Windsor
Customers
Provide quality & innovative customer service

Update

Timely closure of audit observations (100%)

100 / 100

Emma Windsor
Internal Process
Build effective organization governance

Update

of innovation ideas submitted

? / 3

Emma Windsor
People
Build a performance driven culture

Update

Summary

Team	Perspective	Objective	KPI	Unit	Target	Actual	Score
Emma Windsor	Customers	Provide quality & innovative customer service	Positive customer feedback	2	7	350	
Emma Windsor	Internal Process	Build effective organization governance	Timely closure of audit observations	100	100	100	
Emma Windsor	People	Build a performance driven culture	# of innovation ideas submitted	3			

KPI details

Positive customer feedback (350%)

7 / 2

Emma Windsor
Customers
Provide quality & innovative customer service

Increase is better | 1x | Monthly | Cummulative

Submit new actual

Actual

7

Save

Cancel



The check-in microapp will display different ‘widgets’ for input of the actual, based on the Unit of the KPI.

The KPI below has a Unit of Completed.

The screenshot shows the Kippy interface for a KPI titled "Hold town hall event (100%)". The KPI is marked as "Completed Yes". The details include "STM Process" and "Strengthen Cross Functional Working". Below this, it states "Increase is better | 1x | Monthly | Cummulative" and "last updated 25 second ago". A dialog box titled "Submit new actual" is open, showing two radio button options: "Not Completed" and "Completed". The "Completed" option is selected. At the bottom of the dialog are "Save" and "Cancel" buttons.

The KPI below has a Unit of OKR.

KPI details Jun 2022

Hold town hall event (100%)

OKR 1

STM

Process

Strengthen Cross Functional Working

Increase is better | 1x | Monthly | Cummulative
last updated 9 second ago

Submit new actual

0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0

We failed to make real progress We made progress, but fell short of completion We delivered

1

Save Cancel

Maintain UI

- Actual can be provided directly by the manager



KPIs Projects Emma Windsor Teams Oct 2021 Language Password Settings Sign out

Maintain

Perspective | Objective | KPI
Customers | Provide quality & innovative customer service | Positive customer feedback

Objective
Provide quality & innovative customer service

KPI Name
Positive customer feedback

Owner
emma.windsor@thesolutioncrowd.c

Direction
Increase is better

Weight
1x

Unit

Frequency
Monthly

Cumulative
Yes

Data Source

Description

Formula

Targets and actuals for 2021

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Targets	2	2	2	2	2	2	2	2	2	2	2	2
Actuals	1	1	1	1	0	0	3	3	6	7		

KPI approval status
 Approved

[CANCEL](#) [SAVE KPI](#)

[Leave a message](#)

Legend >100% 80-99% <80% Target Missing Not due

Current as of Friday, October 15, 2021 2:42 PM



Built-in adapters

- Actual can be pulled in from an external system (e.g. a sales/productivity/ERP system).

Formula

```
=cloud.kippy.tfs.actualTestEffort
```

Data Source

TFS



Web APIs

- Actual can be pushed from external systems using kippy's web APIs e.g.

`https://kippy-tsc.appspot.com/api/v3/actual/?organisation=<org>&username=<username>&password=<password>&year=<year>&period=<period>&board=<boardName>&name=<name>&value=<value>`

and pulled out again

`https://kippy-tsc.appspot.com/api/v3/projects/?organisation=<org>`
`https://kippy-tsc.appspot.com/api/v3/projects/scores/?organisation=<org>`
`https://kippy-tsc.appspot.com/api/v3/kpis/?organisation=<org>`
`https://kippy-tsc.appspot.com/api/v3/kpis/scores/?organisation=<org>`

```
1 {
2   "projects": [
3     {
4       "department": "Strategy Development",
5       "dimension": "Shareholder Value",
6       "objective": "Manage the Project Pipeline",
7       "initiative": "Projects Development",
8       "weight": "1x",
9       "owner": "[REDACTED]",
10      "year": "2019"
11    },
12    {
13      "department": "Strategy Development",
14      "dimension": "Operations",
15      "objective": "Improve Operational excellence",
16      "initiative": "Strategy \u0026 Corp Development",
17      "weight": "2x",
18      "owner": "[REDACTED]",
19      "year": "2019"
20    },
21    {
22      "department": "CEO",
23      "dimension": "Process",
24      "objective": "Build effective organization governance",
25      "initiative": "Install Kippy",
26      "weight": "1x",
27      "year": "2019"
28    },
29    {
30      "department": "Business Support",
31      "dimension": "Operations",
32      "objective": "Improve Operational excellence",
33      "initiative": "HR Improvements Project",
34      "weight": "2x",
35      "owner": "[REDACTED]",
36      "year": "2019"
37    },
38  ],
39 }
```



Formulas

- Actual can be auto-calculated using formulas (e.g. the percentage of two other KPIs).

Formula

```
=cloud.kippy.percentage("Actual Test  
Effort", "Planned Test Effort")
```

The in-built formulas include divide, multiply, add, subtract, percentage and average.

Also, the copy function can be used to make the Actual the same as the Actual for another KPI from the same or different Team. (e.g. copy the 'items sold' KPI from the Sales team).

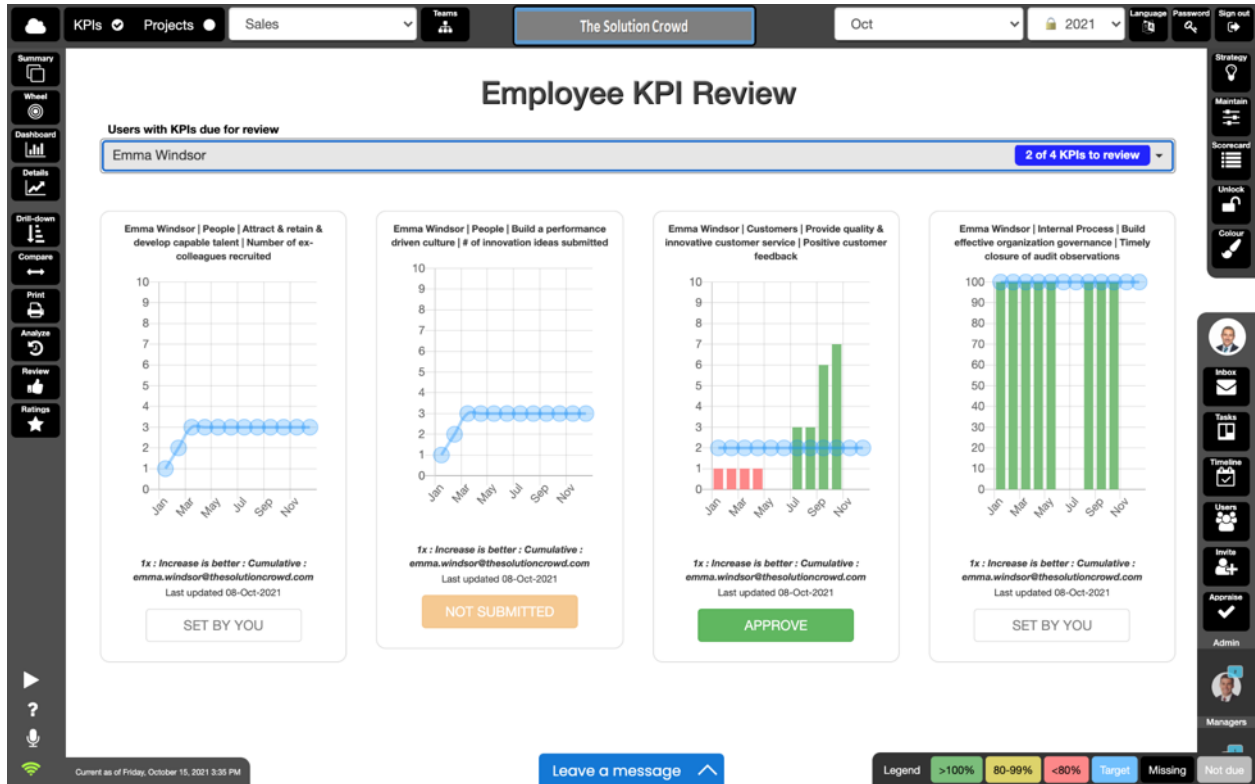
Formula

```
=cloud.kippy.copy("Sales", "Items Sold")
```

Reviewing actuals

Manager UI

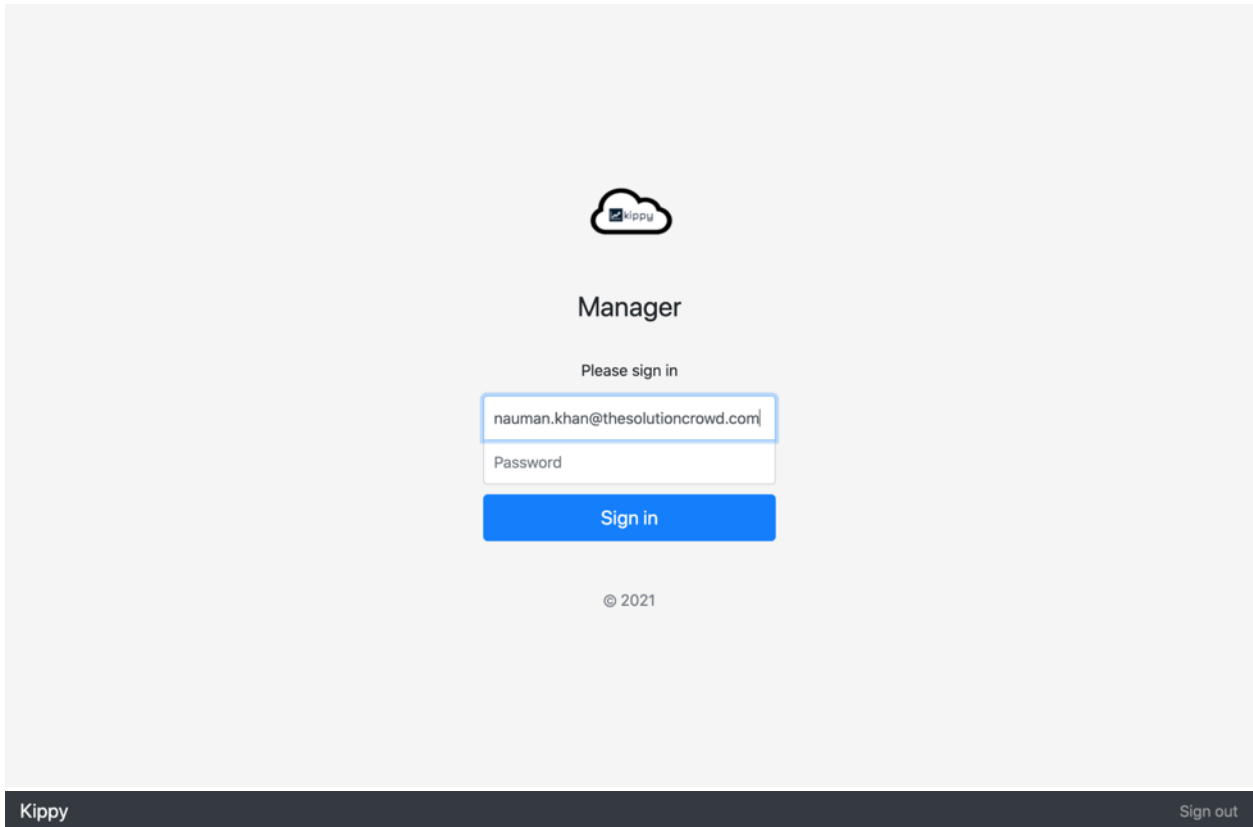
Each actual submission is reviewed by the manager for clarification, adjustment or clarification.





Manager approval microapp

Managers can also review actuals with a standalone express “approval” microapp.



Individual KPIs

2021 > Oct

Search

Name	# KPIs	# Pending	Last submission
Ake Simmons	1	1	08-Oct-2021
Alex Sanchez	1	1	08-Oct-2021
Emma Windsor	4	2	08-Oct-2021

Generated: Fri Oct 15 14:56:17 UTC 2021



Employee KPI Review

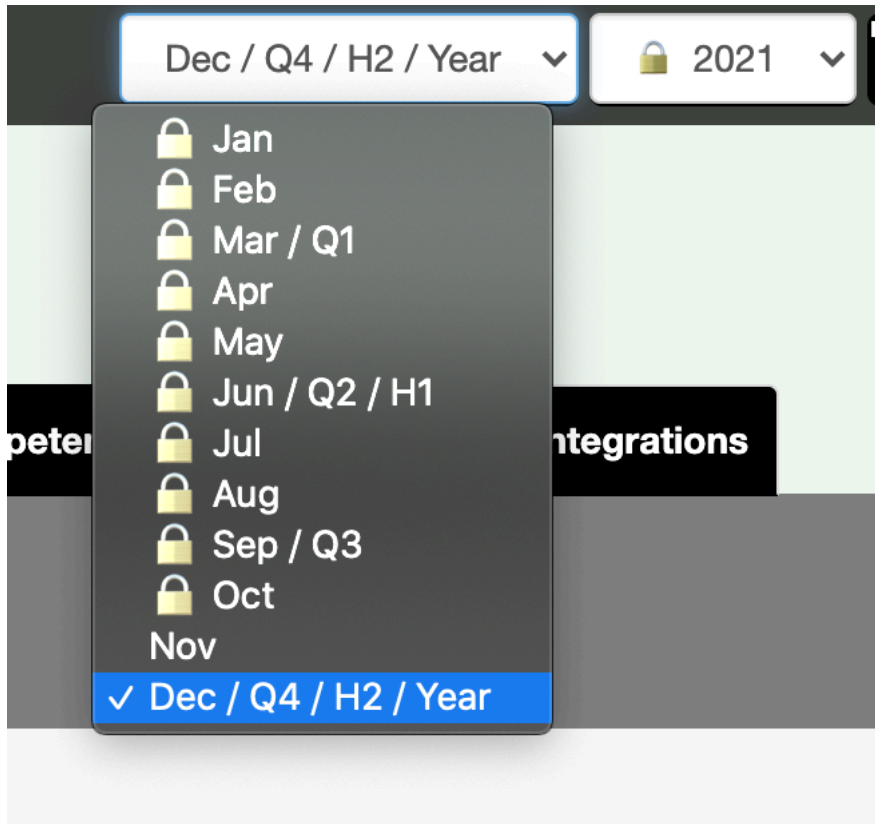
[2021](#) > [Oct](#) > Emma Windsor

KPI Name	Frequency	Forecast	Actual	Score	Last submission	Approval
Number of ex-colleagues recruited	Monthly	3	2	67	08-Oct-2021	Not needed
# of innovation ideas submitted	Monthly				08-Oct-2021	Not submitted
Positive customer feedback	Monthly	2	7	350	08-Oct-2021	Approve
Timely closure of audit observations	Monthly	100	100	100	08-Oct-2021	Not needed

Generated: Fri Oct 15 14:57:22 UTC 2021

History

Review historical organisation performance by going back to previous months and years.





Chat and wiki

Clarifications can take the form of in-context chat conversations, with attachments of files, images, videos, etc. with a full audit trail.

KPI Details

Perspective | Objective | KPI
Customers | Increase customer base & products and services | Awareness has spread

Details

Perspective: Customers
Objective: Increase customer base & products and services
KPI Name: Awareness has spread
Owner: sari@thesolutioncrowd.com
Direction: Increase is better | Weight: 1x
Frequency: Quarterly | Cumulative: Yes
Unit: 10
Data Source:

KPI Targets and Actuals graph

Month	Q1	Q2	Q3	Q4
Targets	500	700	800	950
Actuals	400	450	500	650
%	80	64	62	68

10 : 1x : Increase is better ; Cumulative : sari@thesolutioncrowd.com

History

Notes for 2021
asdads
Due date
16-Feb-2021
nauman.khan@thesolutioncrowd.com
Needs to be reviewed Jun 2021 at the next board meeting
lorem-ipsum.pdf

New note for Oct 2021
File attached |

Legend: >100% (green), 80-99% (yellow), <-80% (red), Target (blue), Missing (grey), Not due (grey)

Current as of Friday, October 15, 2021 3:58 PM

Leave a message



Kippy – Features

Insert File

Select from files

No file chosen

File URL

Perspective | Objective | KPI

Customers | Increase customer base & products and services

Details

Perspective

Customers

Objective

Increase customer base & products and services

KPI Name

Awareness has spread

Owner

sari@thesolutioncrowd.com

Direction

Increase is better

Weight

1x

Frequency

Quarterly

Cumulative

Yes

Unit

10

Data Source

KPI Targets and Actuals table

Month	Q1	Q2	Q3	Q4
Targets	500	700	800	950
Actuals	400	450	500	650
%	80	64	62	68

10 : 1x : Increase is better : Cumulative : sari@thesolutioncrowd.com

History

Audit Log

nauman.khan@thesolutioncrowd.com
Task deleted for 2021 period 2 on team CEO for Awareness has spread
Saturday, September 25, 2021 4:33 PM

New note for Oct 2021


File attached

Legend >100% 80-99% <-80% Target Missing Not data




History


Audit Log




nauman.khan@thesolutioncrowd.com
Task deleted for 2021 period 2 on team CEO for Awareness has spread
Saturday, September 25, 2021 4:33 PM



nauman.khan@thesolutioncrowd.com
Task added for 2021 period 9 on team CEO for Awareness has spread
Saturday, September 25, 2021 4:33 PM



nauman.khan@thesolutioncrowd.com
Task deleted for 2021 period 2 on team CEO for Awareness has spread
Thursday, August 12, 2021 8:22 AM



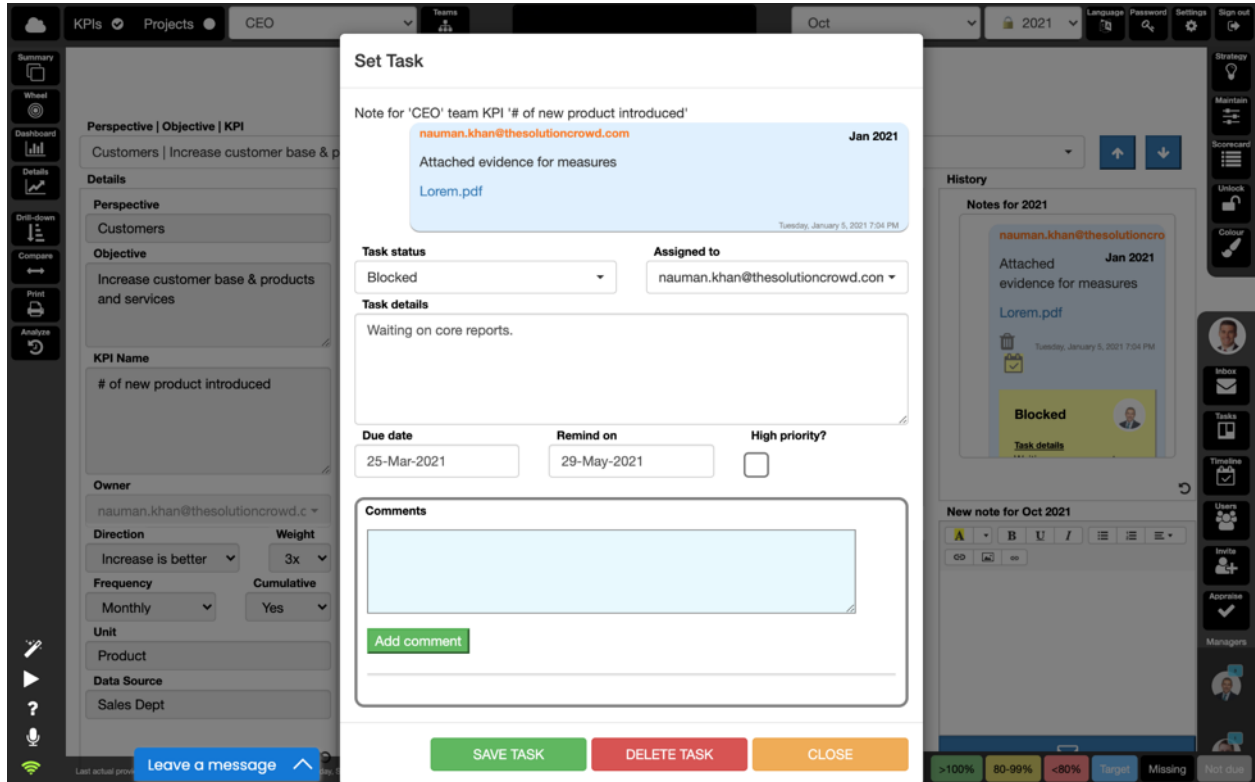
Mentions

All conversations are emailed (or Slacked) to the involved users. Additional users can be 'mentioned' in a chat by simply adding their email address.

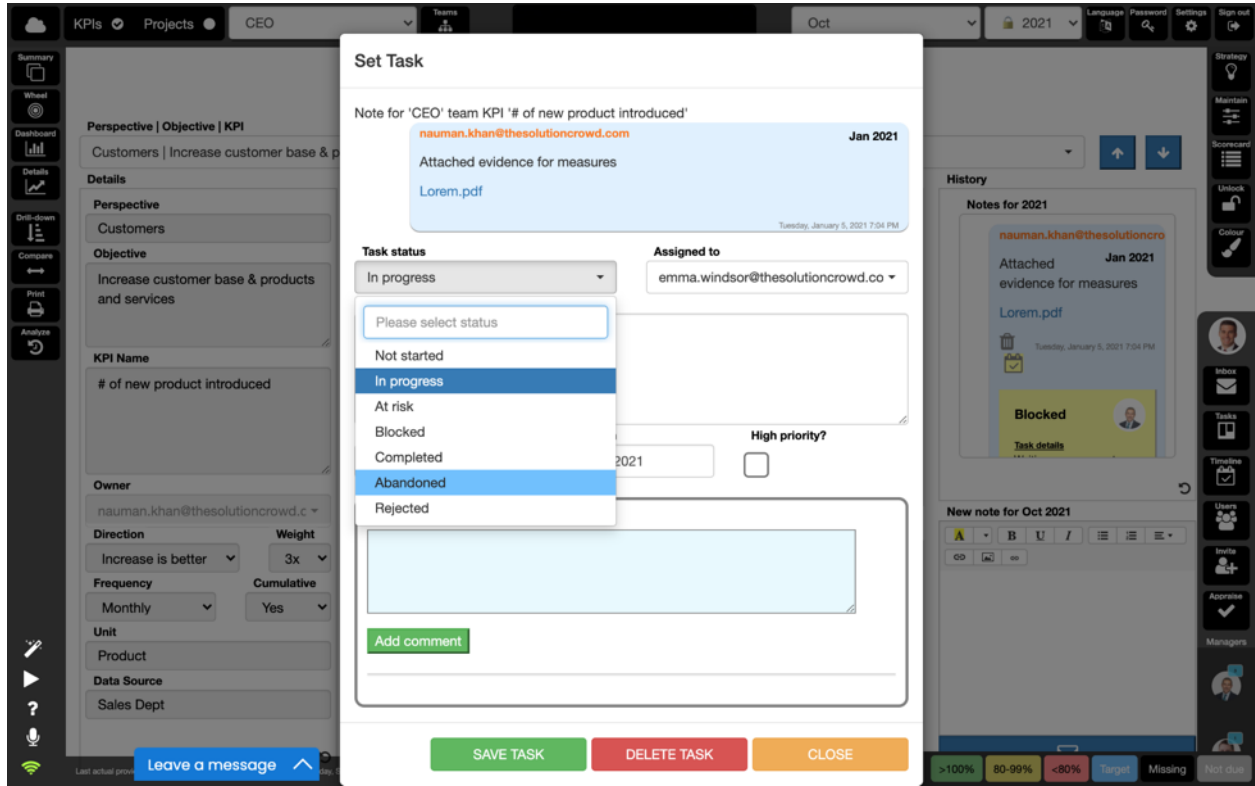
Tasks

Task setting

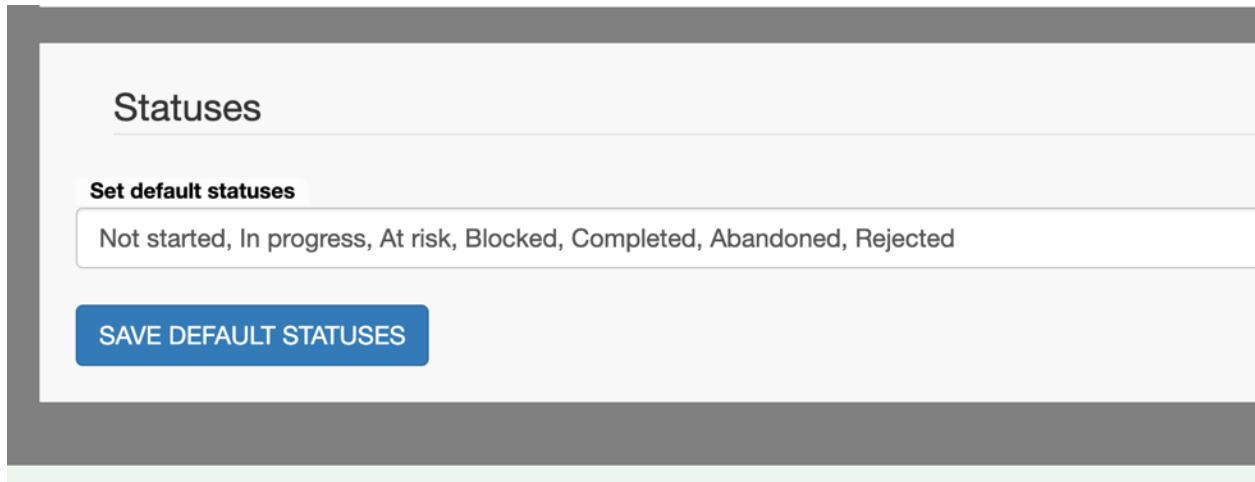
Each KPI can have tasks assigned which can be used to track OKRs, improvement activities and actions on other employees and managers.



These tasks can have deadlines, escalations, reminders and customized workflow.



The set of task statuses are configurable.





Task viewing

All tasks are automatically presented in an Inbox, TimeLine and Kanban board for each user to help ensure they are actioned in a timely manner - with automated alerts when past due.

The screenshot displays the Kippy dashboard interface. At the top, there is a navigation bar with 'KPIs', 'Projects', and a dropdown menu for 'CEO'. The main content area is titled 'Inbox' and contains two task cards and two charts.

Task Card 1: From owner@thesolutioncrowd.com, dated Jun 2021. Subject: 'Please tel why the Jul is red'. Sent on Saturday, July 10, 2021 5:52 PM.

Task Card 2: From owner@thesolutioncrowd.com, dated Jan 2021. Subject: 'Test'. Sent on Thursday, January 7, 2021 12:38 PM. It includes an 'In progress' status, 'Task details', and a 'Remind on 22-Jan-2021'.

Chart 1: Total revenues from new products
Note for 'CEO' team KPI. Maximize revenues & returns from core and new business. Mill \$: Tx : Increase is better ; Cumulative : alem.selimovic@thesolutioncrowd.com.
The chart shows monthly revenue from Jan to Dec. Red bars represent monthly revenue, and a blue line shows cumulative revenue. Values increase from approximately 10 in Jan to 100 in Dec.

Chart 2: Customer Study Initiative
Note for 'CEO' team project. Provide quality & innovative customer service. owner@thesolutioncrowd.com : Tx : 26500.0(Variance).
The chart shows monthly performance from Jan to Dec. Green bars represent performance, and a blue line shows a target. Values are consistently around 80-90%.

Legend: >100% (Green), 80-99% (Yellow), <80% (Red), Target (Blue), Missing (Grey), Not due (Grey).



Tasks can be drag and dropped to different statuses in the Tasks screen.



Projects

As well as individual and team KPIs, employees can also be made responsible for milestones on key Projects.

Project Details

Perspective | Objective | Project
Increase customer base & products and services | Expansion International Action Plan

Details

Perspective
Customers

Objective
Increase customer base & products and services

Project name
Expansion International Action Plan

Programme

Project Manager
imran.khan@thesolutio - Weight: 1x

Project Sponsor
nauman.khan@thesolutioncrowd.com

Start Date
12-Jan-2019

End Date
09-Dec-2020

Total Budget
110000.

Total Spent
13500.0

Variance
96500.0

Project Targets and Actuals graph

Project Targets and Actuals table

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Targets	0	0	0	7	8	19	39	62	75	90	97	100
Actuals	0	0	0	0	1	20	21	43	62	75	97	100
var %	0	0	0	-7	-7	1	-18	-19	-13	-15	0	0

History
Notes for 2021

New note for Oct 2021

Legend: > 0% (green), 0 to -20% (yellow), < -20% (red), Target (blue), Missing (grey), Not due (grey)



Project Details

Perspective | Objective | Project
Increase customer base & products and services | Expansion International Action Plan

Details

Perspective
Customers

Objective
Increase customer base & products and services

Project name
Expansion International Action Plan

Programme

Project Manager
imran.khan@thesolutio

Weight
1x

Project Sponsor
nauman.khan@thesolutioncrowd.com

Start Date
12-Jan-2019

End Date
09-Dec-2020

Total Budget
110000.

Total Spent
13500.C

Variance
96500.C

Project Targets and Actuals graph

Expansion International Action Plan

Project Targets and Actuals table

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Targets	0	0	0	7	8	19	39	62	75	90	97	100
Actuals	0	0	0	0	1	20	21	43	62	75	97	100
var %	0	0	0	-7	-7	1	-18	-19	-13	-15	0	0

History

Notes for 2021

New note for Oct 2021

Current as of Friday, October 15, 2021 4:08 PM

Legend: > 0% (Green), 0 to -20% (Yellow), < -20% (Red), Target (Blue), Missing (Grey), Not due (White)

Maintain

Perspective | Objective | Project
Expansion International Action Plan

Objective
Increase customer base & products and services

Description
Increase Sales from the international market by Participating in Exhibitions, Regular & Potential customers visits, Explore stockist and suggest new products

Risk
- Change import policies In USA (Foreign Laws and Regulations) - Slow economy all over the world

Mitigation
New marketing channels include social media, web 2.0, email, mobile marketing, search and apps. These channels are notably of interest to executives in the US, China and Russia

Project name
Expansion International Action Plan

Project manager
imran.khan@thesolutioncrowd.com

Project sponsor
nauman.khan@thesolutioncrowd.com

Start date
12-Jan-2019

End date
09-Dec-2020

Total budget
110000.

Total spent
13500.0

Variance
96500.0

Milestone name
Add more products

Milestone description
Add more products

Milestone owner
alem.selimovic@thesolutionc

Milestone weight
1x

Milestone start date
06-Jun-2019

Milestone end date
13-Aug-2020

Targets and actuals for 2021

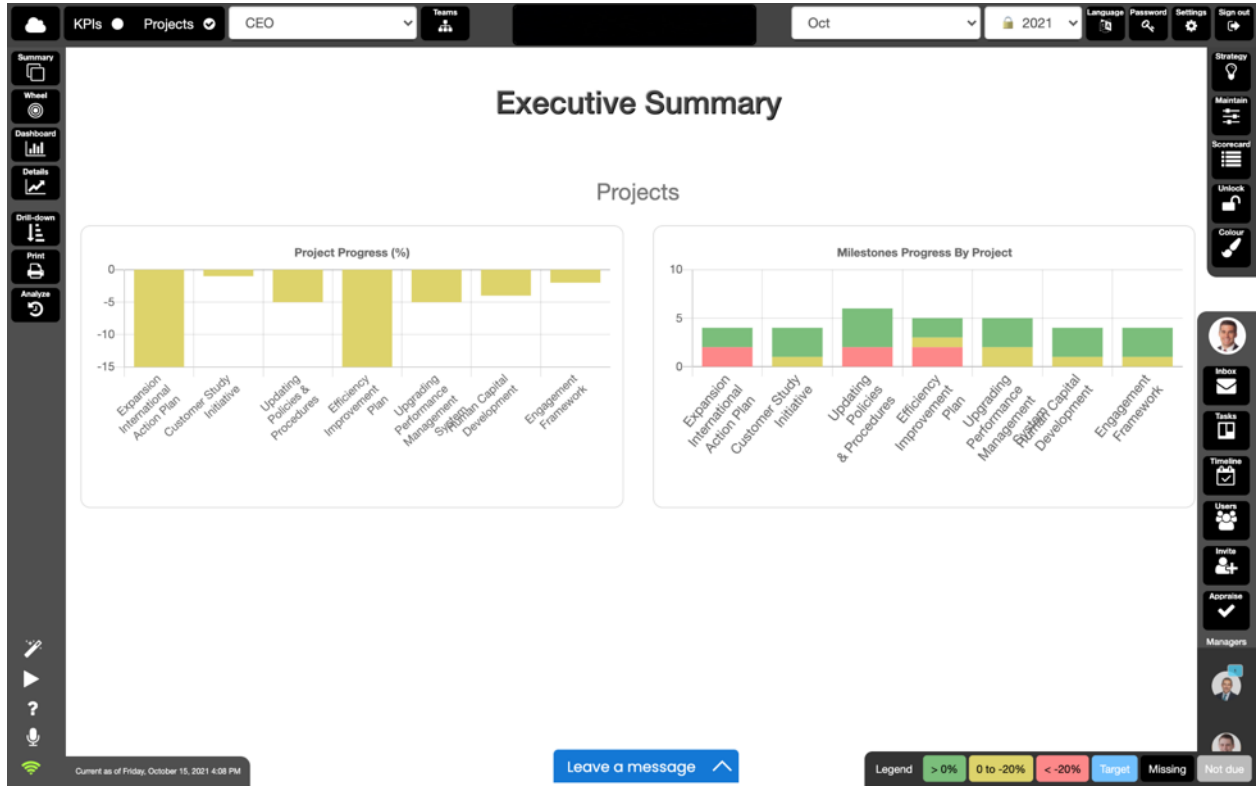
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Targets				55	66	77	88	99	100			
Actuals					6	10	15	50	60	100		

Milestone name
Explore stockist in europe and africa

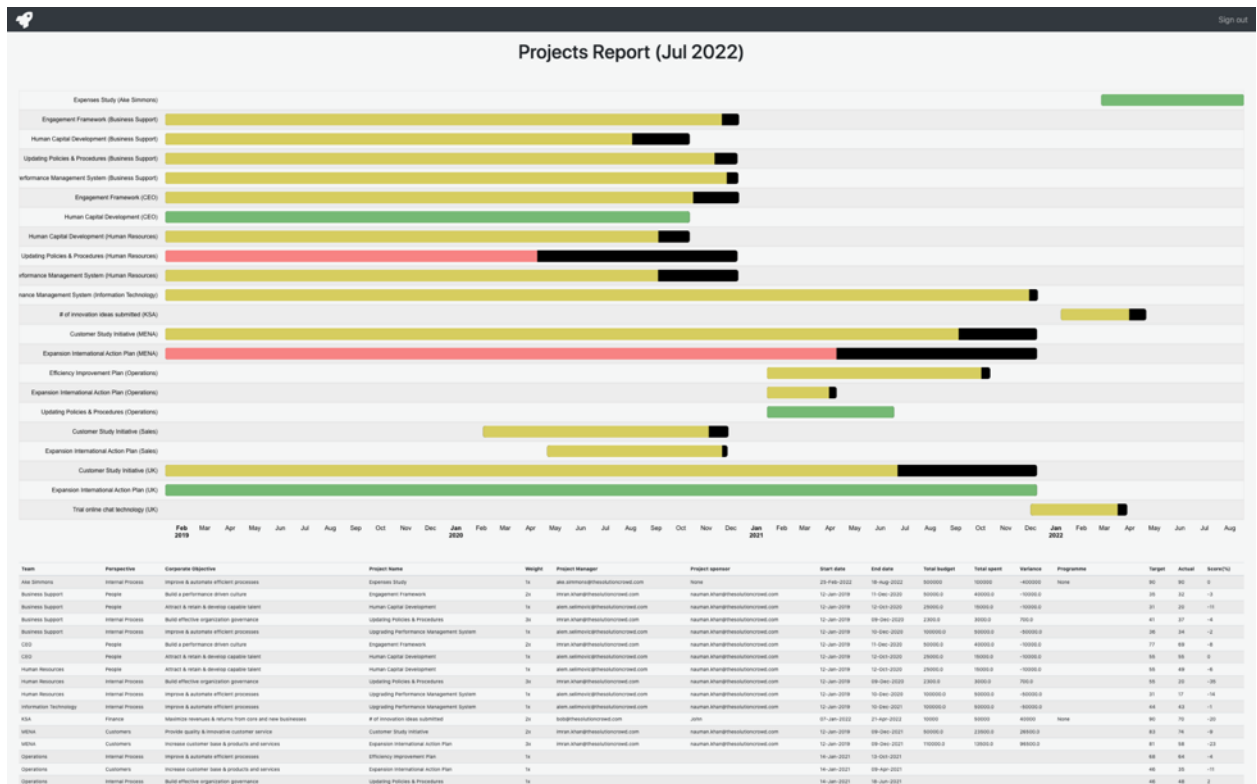
Milestone description
Explore stockist in europe and africa

Current as of Friday, October 15, 2021 4:08 PM

Legend: > 0% (Green), 0 to -20% (Yellow), < -20% (Red), Target (Blue), Missing (Grey), Not due (White)



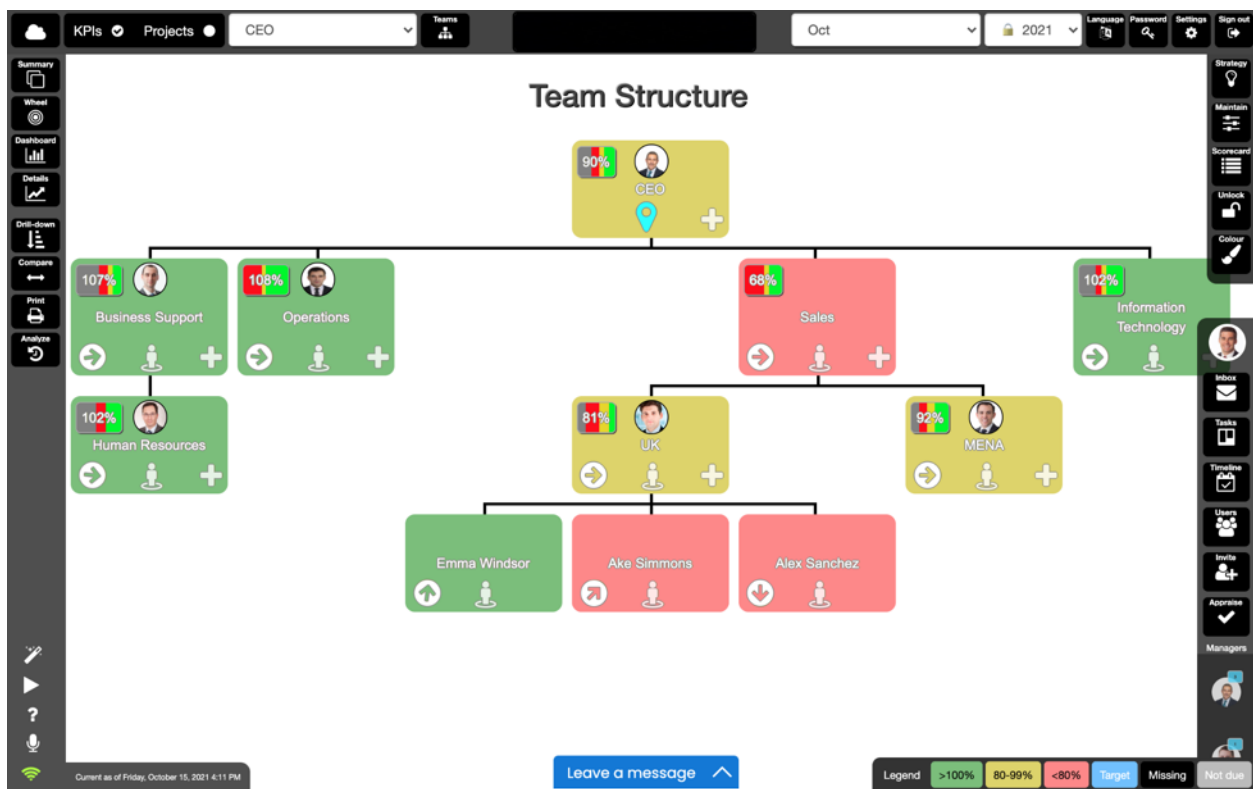
The Projects microapp summarizes all projects and project performance on a Gantt chart.

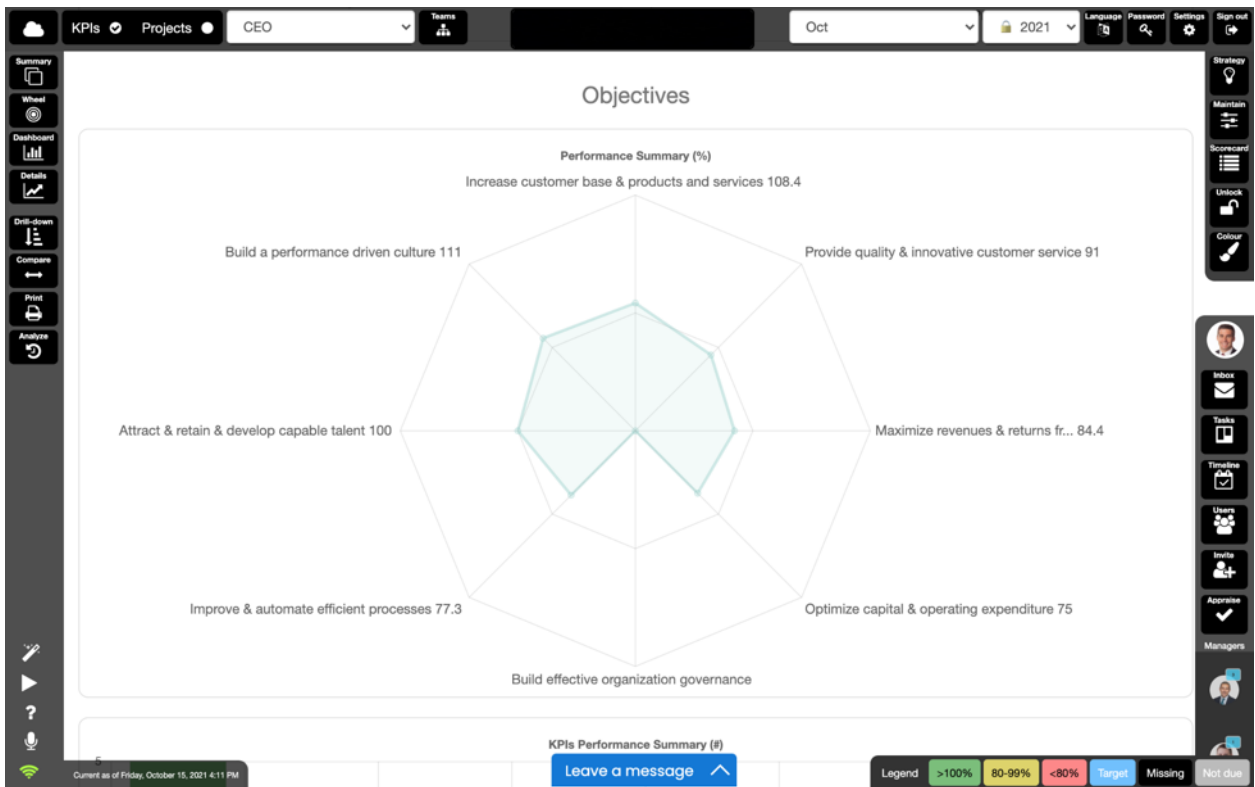
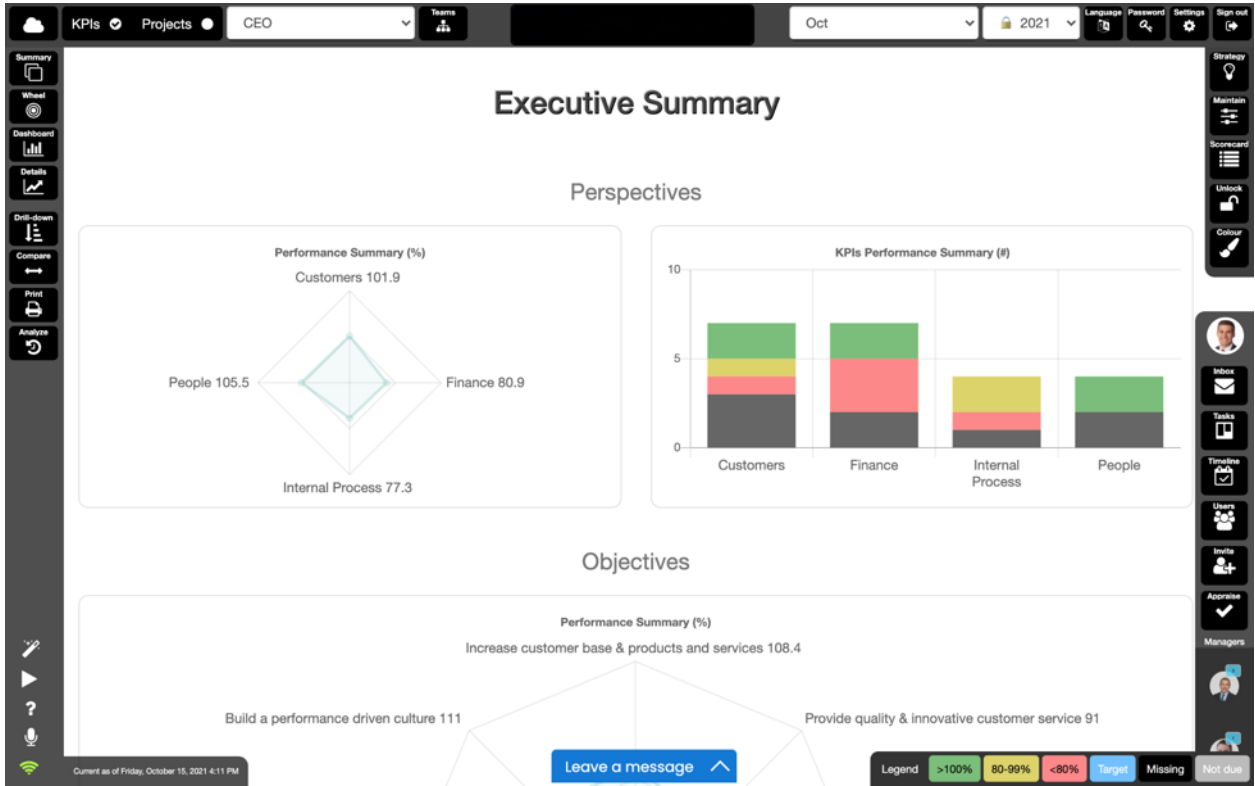


Live dashboards

The progress of all this information is used to maintain live dashboards of performance across every dimension, including:

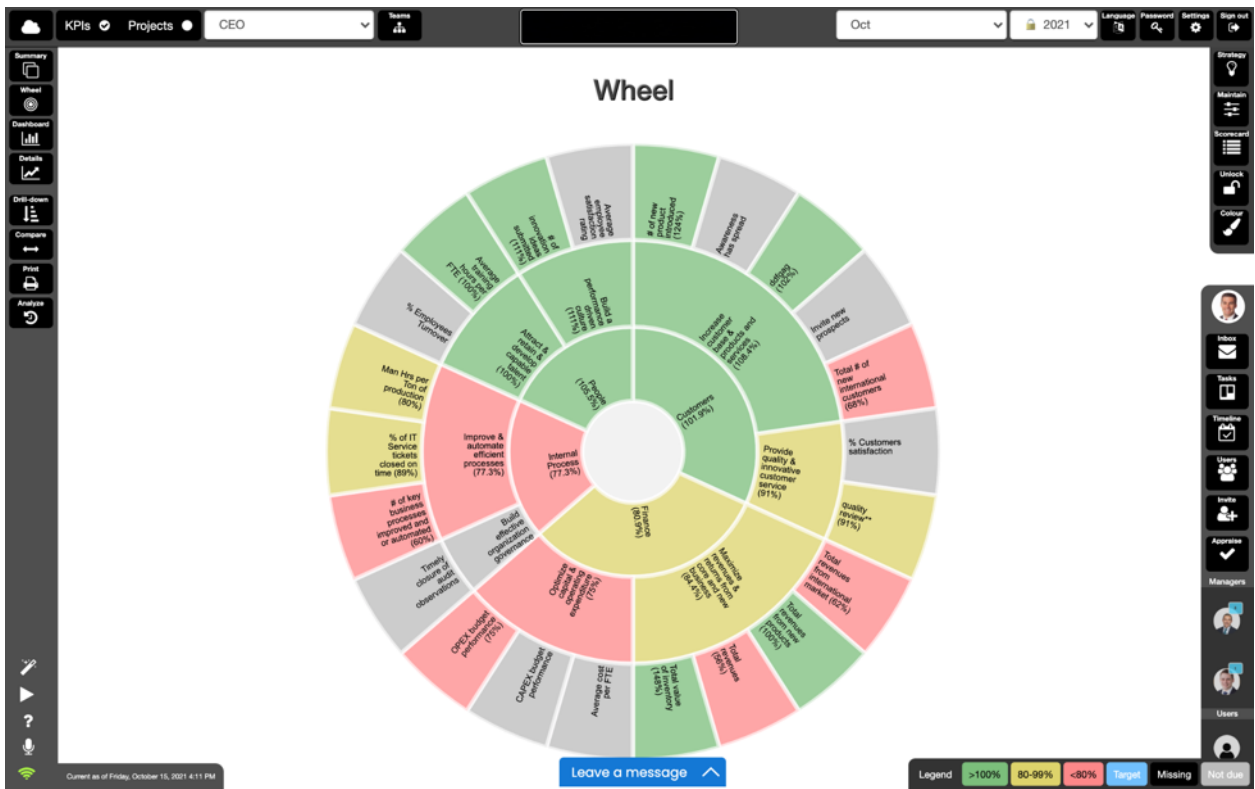
- By corporate performance
- By team
- By shared objective
- By project
- By employee
- And much, much more.

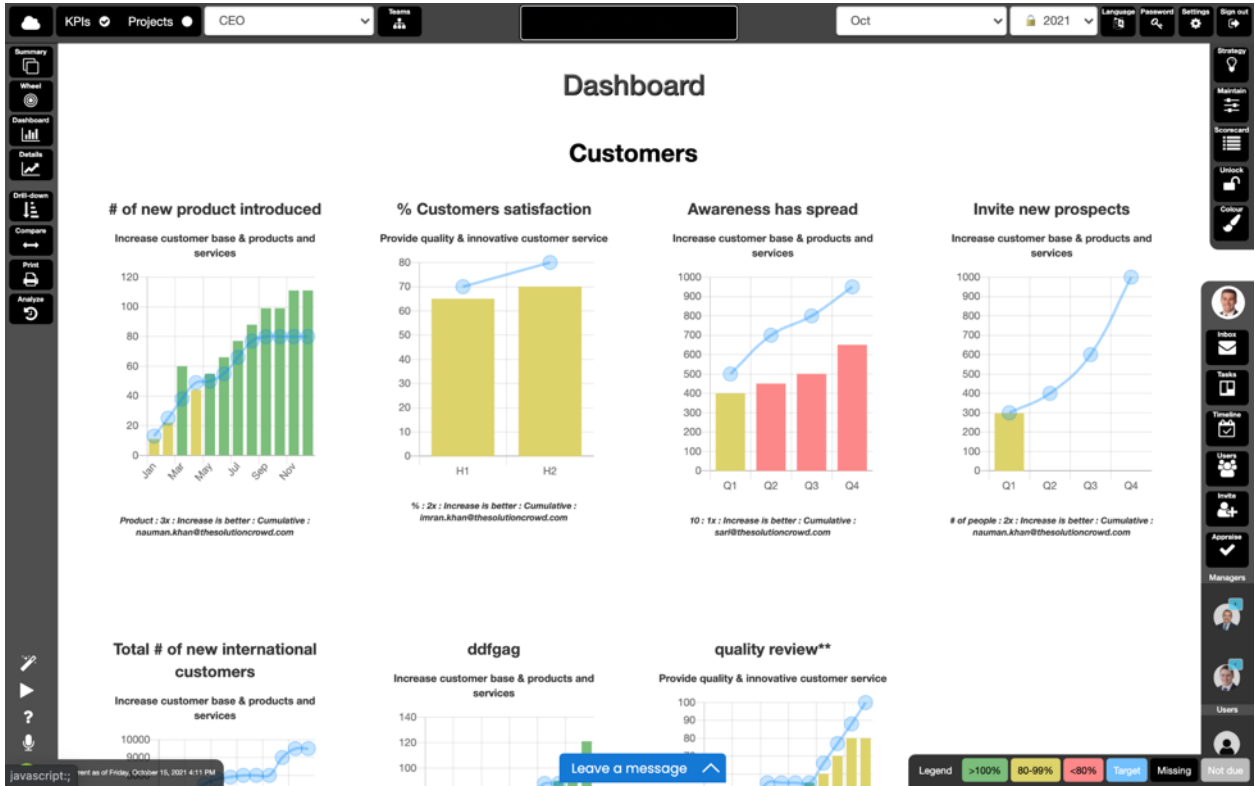






Kippy – Features





Compare

	CEO	Business Support	MENA	Operations	Information Technology	Human Resources	Sales	Ak
Perspective Customers	101.9%	⊙	101.5%	⊙	⊙	⊙	53.5%	
Objective Increase customer base & products and services	108.4%	⊙	101.5%	⊙	⊙	⊙	42.3%	
Objective Provide quality & innovative customer service	91%	⊙	⊙	⊙	⊙	⊙	87%	
Perspective Finance	80.9%	112%	90.3%	106%	100%	120%	83.2%	
Objective Maximize revenues & returns from core and new business	84.4%	⊙	⊙	⊙	⊙	⊙	⊙	
Objective Optimize capital & operating expenditure	75%	112%	112%	93.5%	100%	120%	100%	
Perspective Internal Process	77.3%	72%	100%	113%	84.5%	126%	57.6%	
Objective Build effective organization governance	⊙	⊙	⊙	79%	⊙	⊙	44.3%	
Objective Improve & automate efficient processes	77.3%	72%	100%	130%	84.5%	126%	111%	
Perspective People	105.5%	136.5%	78.5%	108.7%	125%	83.8%	79.7%	
Objective Attract & retain & develop capable talent	100%	73%	75%	125%	125%	75%	75%	
Objective Build a performance driven culture	111%	200%	82%	100.5%	125%	86.7%	82%	

Legend: >100% (Green), 80-99% (Yellow), <-80% (Red), Target (Blue), Missing (Grey), Not due (White)



Detailed Scorecard

Organisation	Team	For Year	For Period	Last refreshed
thesolutioncrowd.com	CEO	2021	Oct	Current as of Friday, October 15, 2021 4:11 PM

Vision	Mission	Values
Honoring our past by creating a future characterized by stimulated growth, development and the incessant practice of excellence in everything we do...	Delivering exceptional value to our customers through the engagement of our talented people, the application of best practice thinking in everything we do, the emphasis on quality and excellence and the focus on delivering superior performance that preserves our future ...	P – Proactive academic and personal integrity effective management operations lifelong learning among students, faculty, staff and the at large community respect for individuals in the community S – Service high quality service and efficiency positive interpersonal relationship among members of the community U – Upbeat academic environment that nurtures excellence in learning, teaching and research professional development and personal growth among members of the community

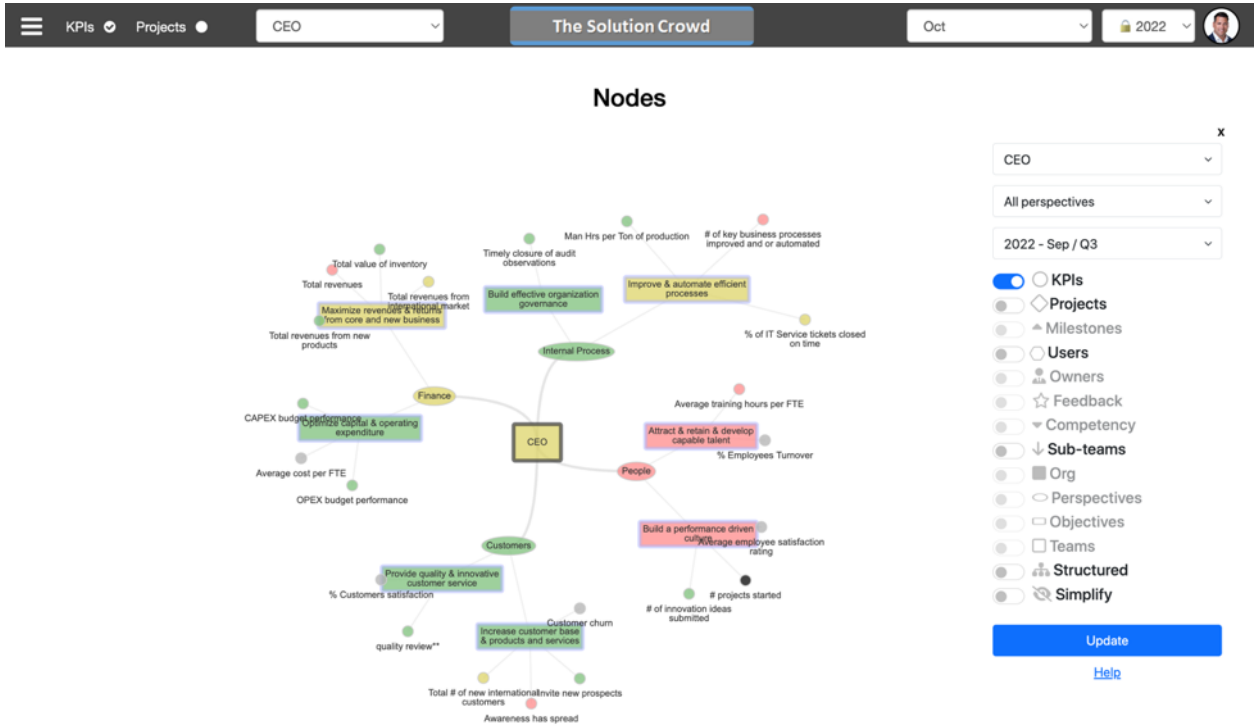
Perspective	Corporate Objective	KPI Name	Formula	Owner	Weight	Unit	Cumulative	Data source	Direction	Frequency	Target	Actual	Score
Customers	Increase customer base & products and services	# of new product introduced	# of new product introduced (selling)	nauman.khan@thesolutioncrowd.com	3x	Product	Yes	Sales Dept	Increase is better	Monthly	80	99	124%
Customers	Increase customer base & products and services	Awareness has spread		sari@thesolutioncrowd.com	1x	10	Yes		Increase is better	Quarterly			
Customers	Increase customer base & products	ddfagag	Total # of customers with sales =>1 Mill	nauman.khan@thesolutioncrowd.com	1x	Customer	Yes	dfsDept	Increase is better	Monthly	88	90	102%

Current as of Friday, October 15, 2021 4:11 PM

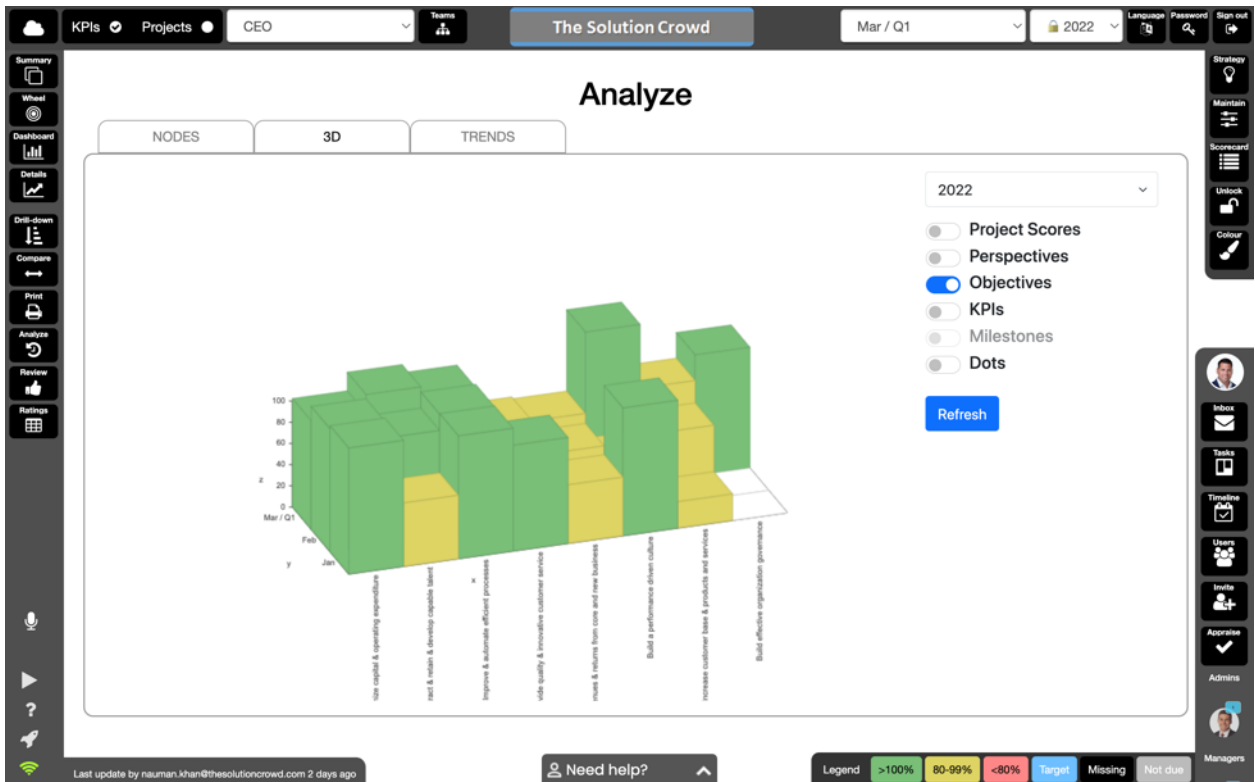
Legend: >100% (Green), 80-99% (Yellow), <80% (Red), Target (Blue), Missing (Grey), Not due (Light Blue)

Analyze

You can analyze your data by different dimensions.

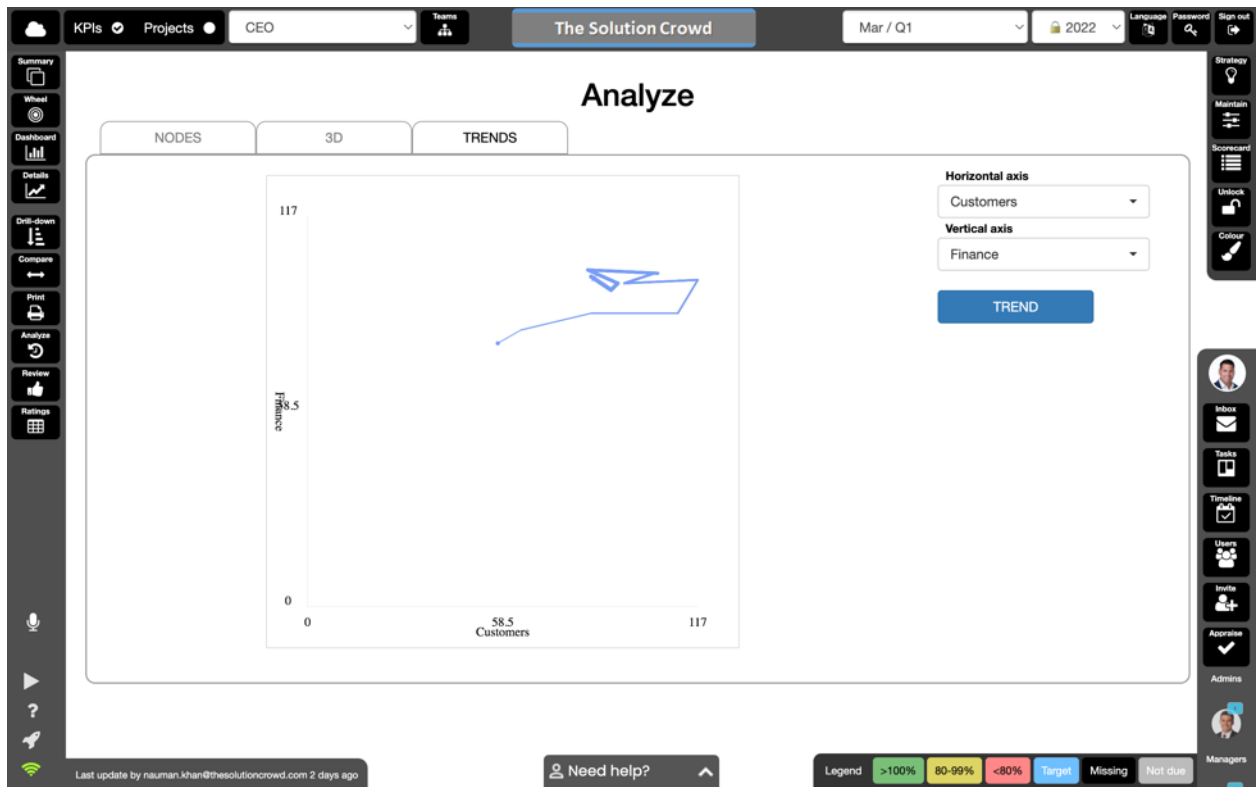


Interact, filter, drill-down and animate the nodes using your mouse. Hover over the filters to learn more.





Drag with your mouse to change the perspective. Hover over the filters to learn more.



Compare how two items are trending over the year.



The screenshot shows a 'Drill Down' dashboard in Kippy. At the top, it displays 'Perspective | Objective' as 'Customers | Increase customer base & products and services' with a score of 108.4%. Below this, the hierarchy is broken down into 'CEO' and 'Sub-team Business Support'. The CEO section contains a table of KPIs with columns for KPI Name, Direction, Weight, Frequency, Unit, Cumulative, Target, Actual, and Score. A tooltip is visible over the first KPI, '# of new product introductions', stating: 'To be able to increase revenue and sales it is company strategic direction to add new products to our sales offerings (already have sales)'. The Sub-team section shows a KPI 'Timely closure of audit observations'.

KPI Name	Direction	Weight	Frequency	Unit	Cumulative	Target	Actual	Score
# of new product introductions	Increase	3x	Monthly	Product	Yes	80	99	124%
Awareness has spread	Increase	1x	Quarterly	10	Yes			
ddfgag	Increase	1x	Monthly	Customer	Yes	88	90	102%
Invite new prospects	Increase	2x	Quarterly	# of people	Yes			
Total # of new international customers	Increase	1x	Monthly	Customer	Yes	9000	6150	68%

KPI Name	Direction	Weight	Frequency	Unit	Cumulative	Target	Actual	Score
Timely closure of audit observations	Increase	2x	Quarterly	%	Yes			

Check performance of your objective, by the vertical alignment of sub-objectives down the organisation.

	CEO	Operations	Sales	Human Resources
Perspective Finance	90.1%	89.8%	83.8%	100%
Objective Maximize revenues & returns from core and new business	82.4%			
KPI Total revenues from international market	82%	50%		
KPI Total revenues from new products	136%	127%	129%	
KPI Total revenues	47%	41%	117%	
KPI Total value of inventory	100%	118%	111%	
Objective Optimize capital & operating expenditure	103%	101.5%	-73%	
KPI Average cost per FTE				
KPI CAPEX budget performance		104%		
KPI OPEX budget performance	103%	99%	104%	
Perspective Customers	100.4%		78.5%	
Objective Increase customer base & products and services	89%		69.3%	
KPI Awareness has spread				

Check the performance of your perspectives, objectives and KPIs horizontally across your organisation – filtering out columns on demand.

Staff performance

The individual performance summary of each employee shows the live calculated performance score of that employee, in relation to their weighted score based on their forecast and actuals, for all individual and team KPI and milestones they are responsible for.



Individual Performance Summary

Team | Role | Appraiser
CEO | Admin | owner@thesolutioncrowd.com | 120%

Appraisee

Email address	Manager	Team	Avg. Team Score	Avg. Project Var
owner@thesolutioncrowd.com	No	CEO	90%	-6

KPIs

Owned	Missing	Score
3	0	54.7%

Projects

Managed	Missing	Avg. Var.
1	0	-1

Milestones

Owned	Missing	Avg. Var.
1	0	0

Appraisal

Appraiser	Appraiser's Team	Last Appraised	Competency score
nauman.khan@thesolutioncrowd.c	CEO	Monday, February 15, 2021 10:08 PM	120%

Competencies

Communication Skills	Flexibility	Job knowledge
4. Exceeds Expectations	5. Exceptional	5. Exceptional
Initiative	Customer Focus	Decision Making
5. Exceptional	4. Exceeds Expectations	4. Exceeds Expectations
Leadership	Team work	Leadership 2
2. Needs Improvement	4. Exceeds Expectations	3. Meets Expectations

History

Notes for 2021

- owner@thesolutioncrowd.com Jul 2021
Please show files to support this KPIadqada
- owner@thesolutioncrowd.com Jul 2021
Please note that I need more details about x

New note for Oct 2021

KPI Graphs

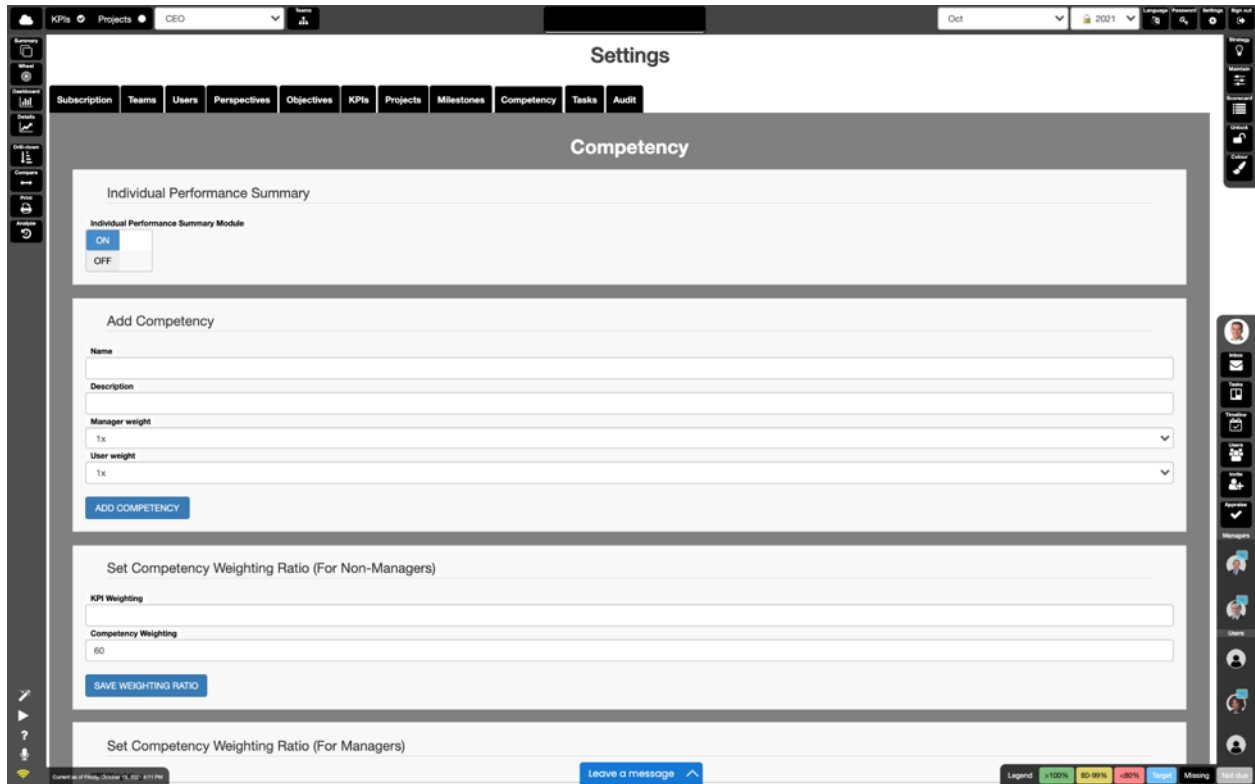
- Sales | Internal Process | Build effective organization governance | # OF NON-COMPLIANCE
- CEO | Customers | Provide quality & innovative customer service | quality review**
- Sales | Customers | Increase customer base & products and services | # of customers with sales more than 1 Mill

Legend: >100% 80-99% <80% Target Missing Not Due

Staff appraisals

Managers can then appraise employees based on competencies. Please note:

- The competencies are weighted, defined and customized by administrators per the employee's role.

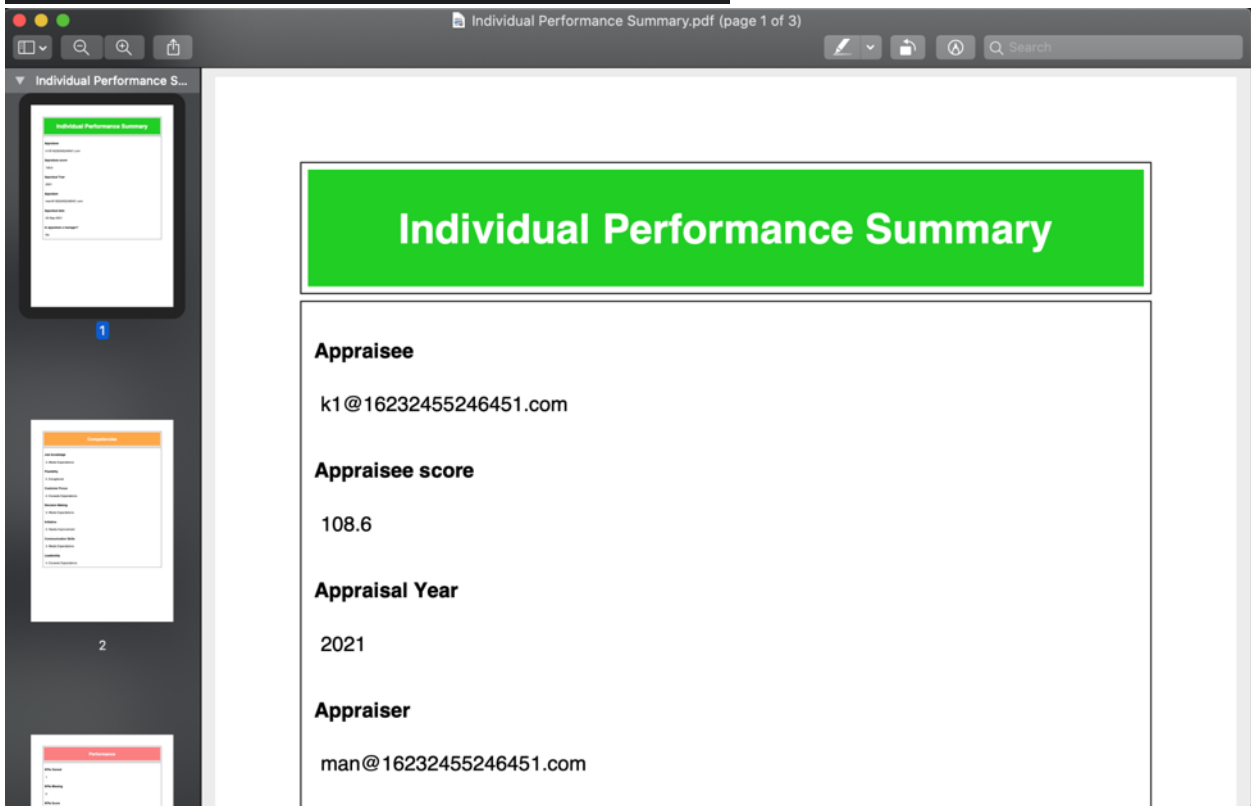
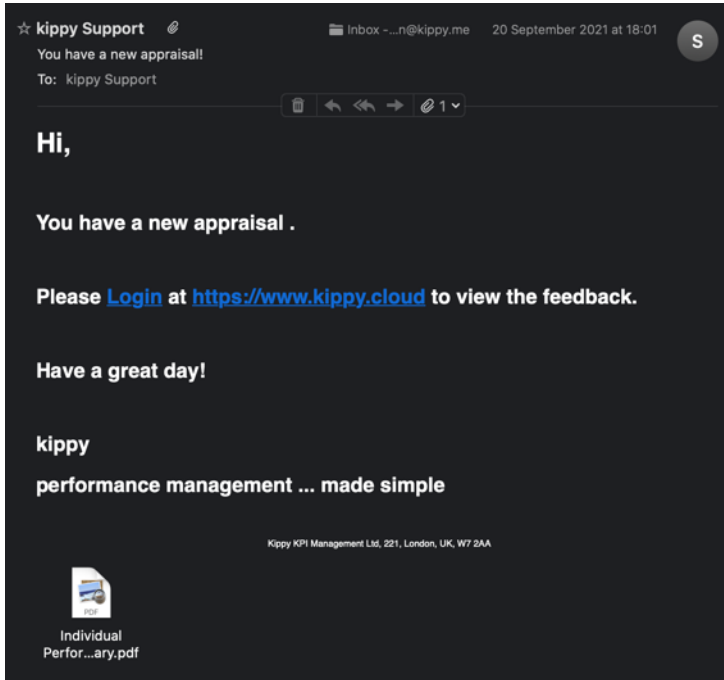


The screenshot shows the 'Settings' page in the Kippy application, specifically the 'Competency' section. The page has a dark header with 'Settings' and a navigation bar with tabs for 'Subscription', 'Teams', 'Users', 'Perspectives', 'Objectives', 'KPIs', 'Projects', 'Milestones', 'Competency', 'Tasks', and 'Audit'. The 'Competency' tab is active. The main content area is titled 'Competency' and contains three sections:

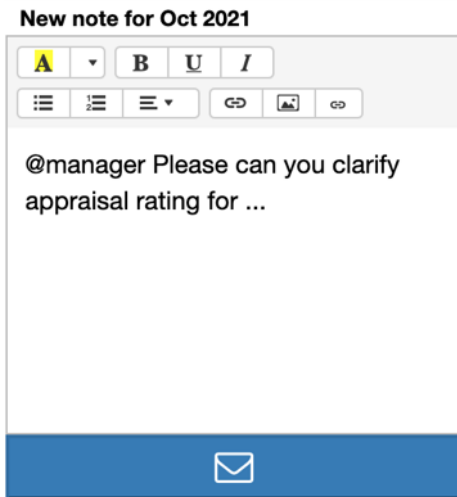
- Individual Performance Summary:** A section with a toggle switch for 'Individual Performance Summary Module' set to 'OFF'.
- Add Competency:** A form with fields for 'Name', 'Description', 'Manager weight' (set to '1x'), and 'User weight' (set to '1x'). A blue 'ADD COMPETENCY' button is at the bottom.
- Set Competency Weighting Ratio (For Non-Managers):** A section with 'KPI Weighting' and 'Competency Weighting' (set to '60') fields. A blue 'SAVE WEIGHTING RATIO' button is at the bottom.

At the bottom of the page, there is a 'Set Competency Weighting Ratio (For Managers)' section and a 'Leave a message' button. A legend at the bottom right shows color-coded bars for '>100%', '80-99%', '<80%', 'Target', and 'Missing'.

- The manager's appraisal automatically creates an appraisal report which is automatically sent to the employee.



- The employee can then interact with the manager to discuss, create IDPs and if necessary escalate.



- The appraisal generates an average employee score and rating for the employee based on the weighted average of the performance score and the competency score.

Individual Performance Summary

Team | Role | Appraiser

CEO | User | bob@thesolutioncrowd.com **105.5%**

Appraisee

	Email address bob@thesolutioncrowd.c	Manager No	Team CEO	Avg. Team Score 90%	Avg. Project Var -6
--	--	----------------------	--------------------	-------------------------------	-------------------------------

KPIs

Owned 1	Missing 0	Score 60%
-------------------	---------------------	---------------------

Projects

Managed 0	Missing 0	Avg. Var. n/a
---------------------	---------------------	-------------------------

Milestones

Owned 0	Missing 0	Avg. Var. n/a
-------------------	---------------------	-------------------------

Appraisal

Appraiser sari@thesolutioncrowd.c	Appraiser's Team CEO	Last Appraised Saturday, September 4, 2021 2:56 P	Competency score 105.5%
---	--------------------------------	---	-----------------------------------

Self appraisals

Employees can also perform self appraisals to indicate how they feel they are performing against the set competencies.

The screenshot displays the 'Appraisals' section of the Kippy dashboard. At the top, a green banner indicates 'Trial expires in 14 days. Click here to subscribe.' The main header is 'Appraisals'. Below this, a dropdown menu shows 'CEO | Admin | Appraisee' with 'Bob Smith' selected. The 'Appraisee' section includes fields for 'Appraisee' (Bob Smith), 'Manager' (No), and 'Team' (CEO). It also shows 'Avg. Team Score' and 'Avg. Project Var' as empty fields. The 'KPIs' section has three columns: 'Owned' (0), 'Missing' (0), and 'Score' (n/a). The 'Projects' section has three columns: 'Managed' (0), 'Missing' (0), and 'Avg. Var.' (n/a). The 'Milestones' section has three columns: 'Owned' (0), 'Missing' (0), and 'Avg. Var.' (n/a). The 'Appraisal' section shows a table with columns: 'Appraiser' (o@1jun.com), 'Competency score' (108.6%), 'Weighted Average' (109), 'Employee Rating' (4 (Excellent >100)), and 'Last Appraised' (01-Jun-2022 16:). The 'Competencies' section lists several skills with their ratings: 'Communication Skills' (3. Sometimes), 'Flexibility' (5. Always), 'Job knowledge' (2. Rarely), 'Initiative' (2. Rarely), 'Customer Focus' (3. Sometimes), and 'Decision Making' (5. Always). 'Leadership' is rated 4. Often. A legend at the bottom right shows color-coded boxes for performance levels: >=100% (green), 80-99% (yellow), <80% (red), Target (blue), Missing (grey), and Not due (grey). A 'Need help?' button is located at the bottom center.

Self-appraisals are not included in Employee Rating reports until approved by a manager.

All self-appraisals and manager appraisals are visible in an immutable audit log.



Employee Ratings

HR Report

This is all available to HR in a live ratings report, showing the current rating of each employee based on their average employee score - in kippy, a microapp or over web APIs.

Employee Rating Report

Employee email	Is manager	KPI score	Competency score	Average score	Weighted average score	Rating
lina@thesolutioncrowd.com	Yes					
alex.sanchez@thesolutioncrowd.com	No	0		0	0	1 (Poor <60)
nesrain@thesolutioncrowd.com	Yes					
ake.simmons@thesolutioncrowd.com	No	50		50	50	1 (Poor <60)
mike@thesolutioncrowd.com	Yes		85	85	85	3 (Good 80-100)
bob@thesolutioncrowd.com	No	60	105	83	87	3 (Good 80-100)
alem.selimovic@thesolutioncrowd.com	Yes	90		90	90	3 (Good 80-100)
imran.khan@thesolutioncrowd.com	Yes	91		91	91	3 (Good 80-100)
owner@thesolutioncrowd.com	No	55	120	87	94	3 (Good 80-100)
hi@thesolutioncrowd.com	No	78	111	94	98	3 (Good 80-100)
sari@thesolutioncrowd.com	Yes	102		102	102	4 (Excellent >100)
nauman.khan@thesolutioncrowd.com	Yes	119		119	119	4 (Excellent >100)
test@thesolutioncrowd.com	No	125		125	125	4 (Excellent >100)
emma.windsor@thesolutioncrowd.com	No	225		225	225	4 (Excellent >100)

Buttons: REFRESH, PRINT

Legend: >100% (Green), 80-99% (Yellow), <80% (Red), Target (Blue), Missing (Grey), Not due (Grey)



Employee Rating Report

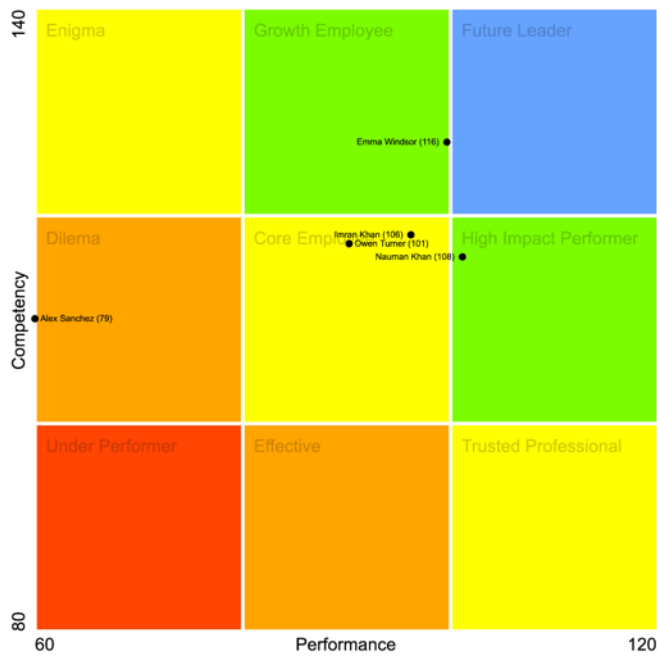
Employee email	Is manager	KPI Score	Comp Score	Avg	Weighted Avg	Rating
lina@thesolutioncrowd.com	Yes					
alex.sanchez@thesolutioncrowd.com	No	0		0	0	1 (Poor <60)
nesrain@thesolutioncrowd.com	Yes					
ake.simmons@thesolutioncrowd.com	No	50		50	50	1 (Poor <60)
mike@thesolutioncrowd.com	Yes		85	85	85	3 (Good 80-100)
bob@thesolutioncrowd.com	No	60	105	83	87	3 (Good 80-100)
alem.selimovic@thesolutioncrowd.com	Yes	90		90	90	3 (Good 80-100)
imran.khan@thesolutioncrowd.com	Yes	91		91	91	3 (Good 80-100)
owner@thesolutioncrowd.com	No	55	120	87	94	3 (Good 80-100)
hi@thesolutioncrowd.com	No	78	111	94	98	3 (Good 80-100)
sari@thesolutioncrowd.com	Yes	102		102	102	4 (Excellent >100)
nauman.khan@thesolutioncrowd.com	Yes	119		119	119	4 (Excellent >100)
test@thesolutioncrowd.com	No	125		125	125	4 (Excellent >100)
emma.windsor@thesolutioncrowd.com	No	225		225	225	4 (Excellent >100)

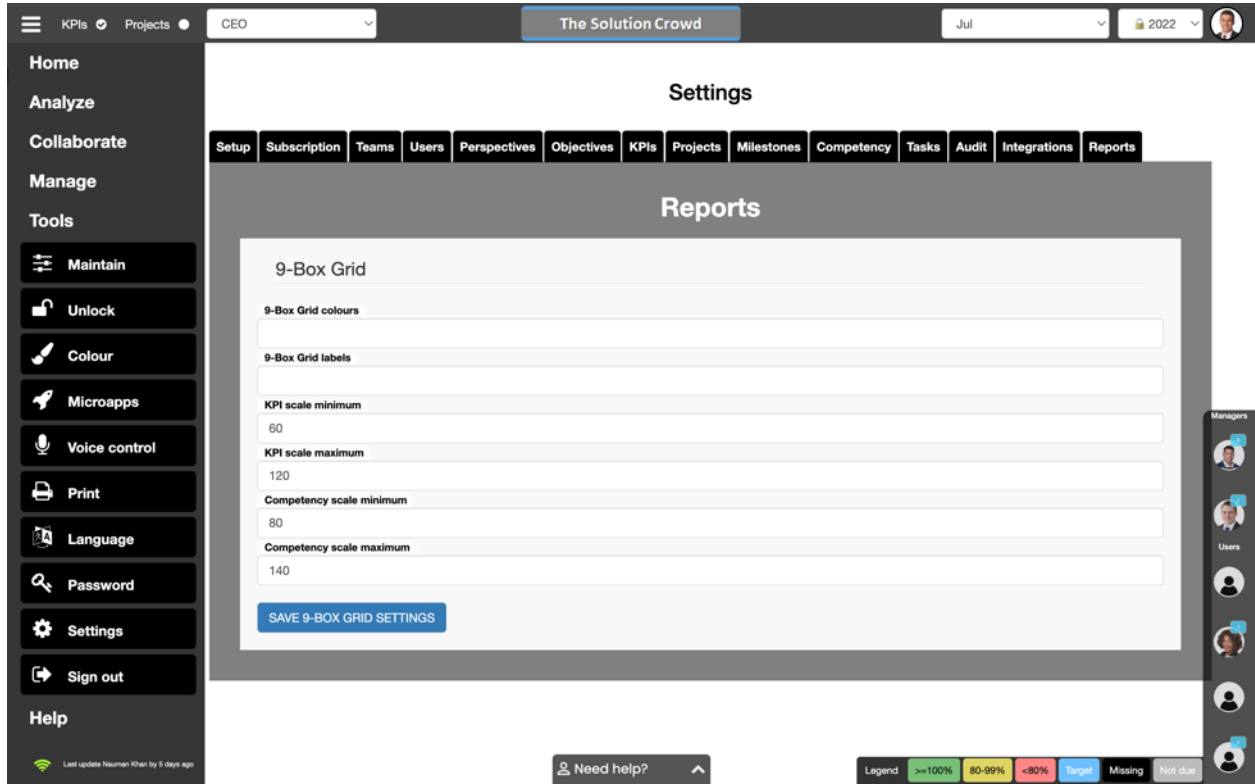
Generated: Fri Oct 15 15:38:54 UTC 2021

This is also presented in a (configurable) 9-Box grid microapp.



The 9-Box Grid

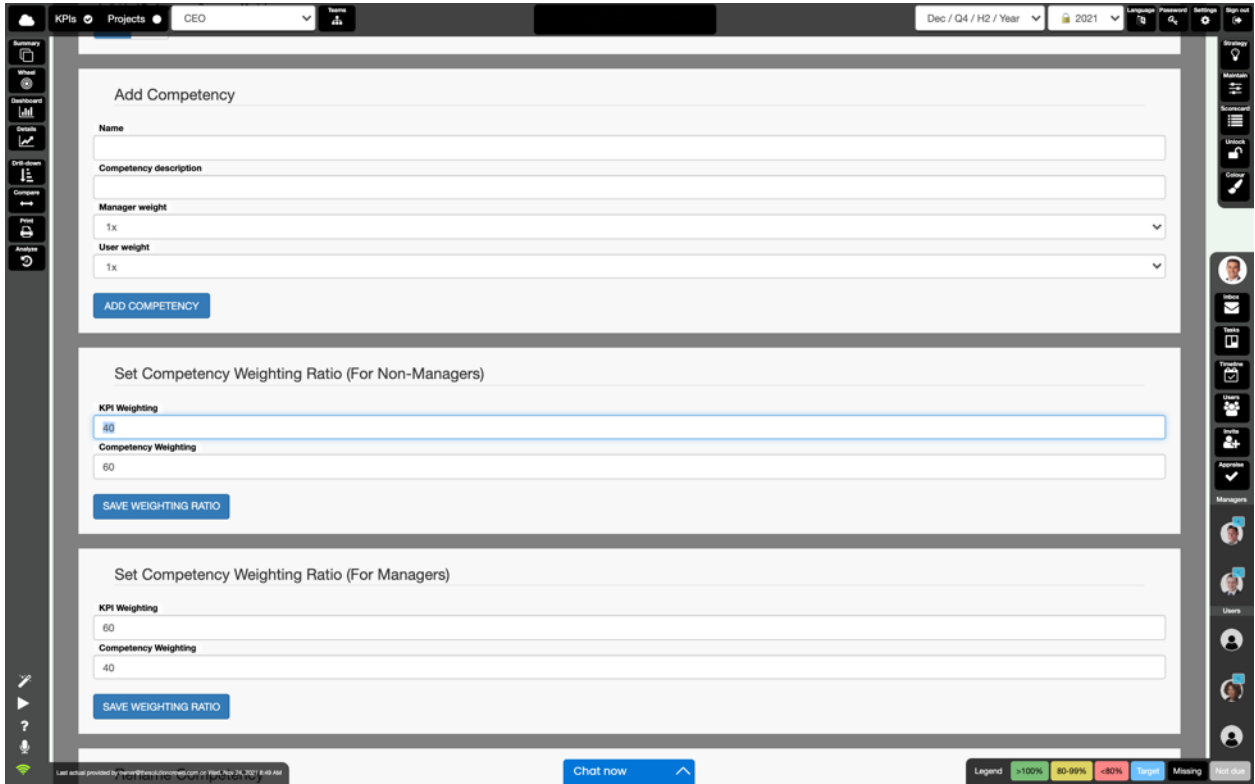




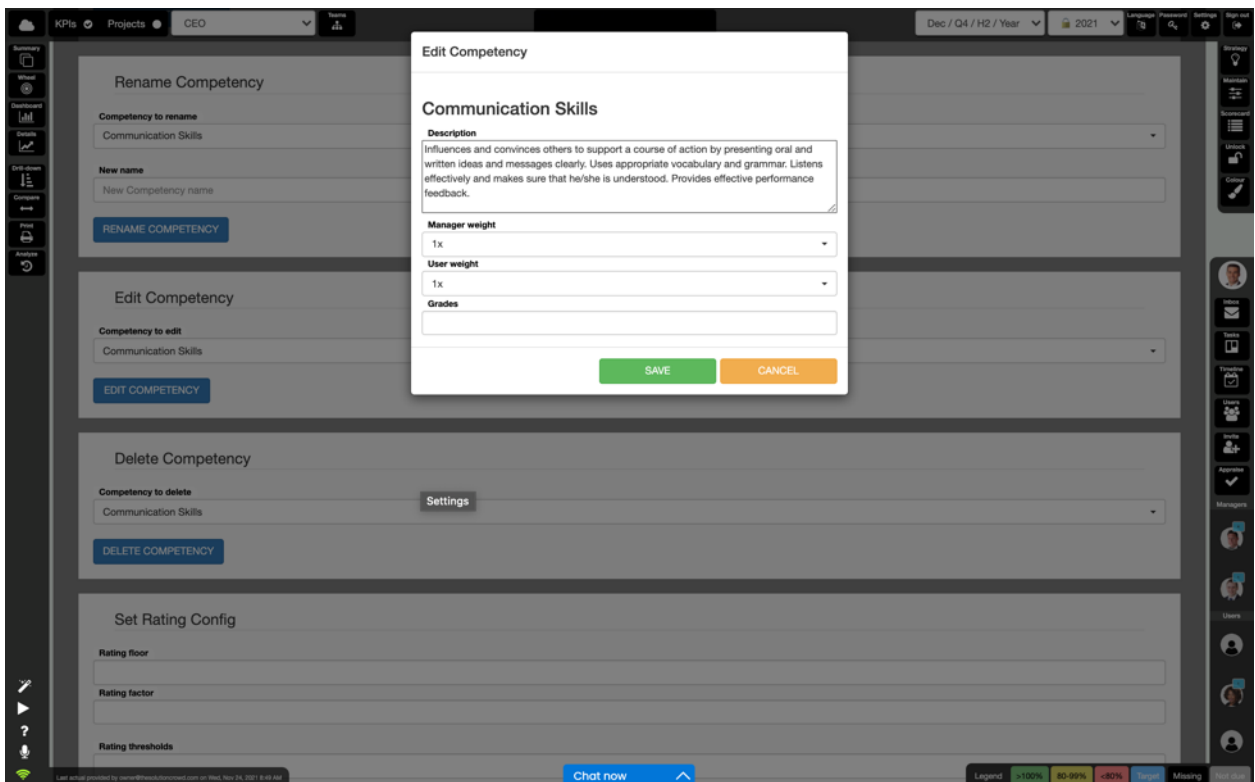
Competencies, grades and weightings

Everything used to appraise and score staff is self-configurable.

Change weightings based on role. Change ratio of competency and KPI score for total score.



Add maintain your own set of competencies. Set different competencies for different 'grades' of user.





Configure your own formula for how ratings are calculated. Lock appraisals to meet your internal appraisal timeframes.

Set Rating Config

Rating floor

Rating factor

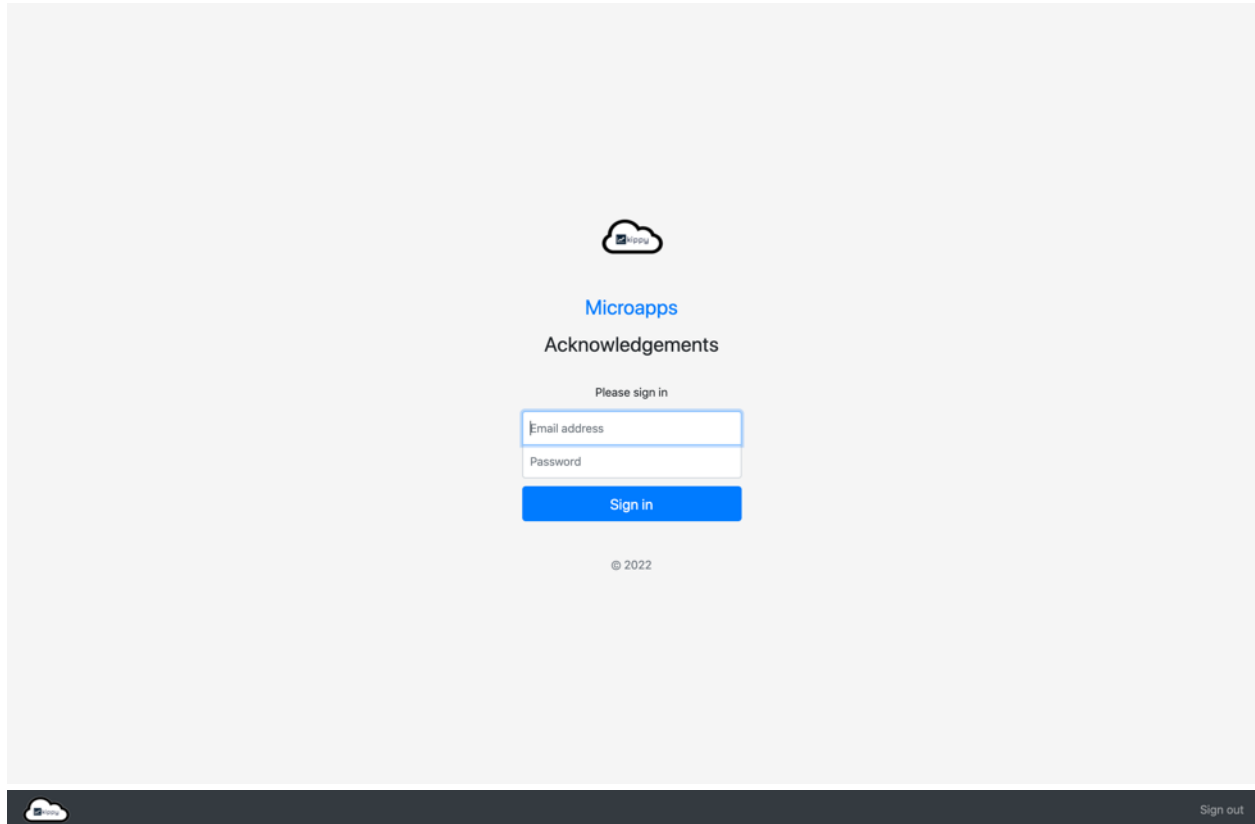
Rating thresholds

Lock appraisals OFF

SAVE WEIGHTING RATIO


Acknowledgements and 360-degree Feedback

Users can leave acknowledgements for other users.



Select user to acknowledge

Users

-  [bob@exorg.com](#)
-  [manny@exorg.com](#)
-  [nauman@exorg.com](#)
-  [xavier@exorg.com](#)
-  [zaki@exorg.com](#)

Generated: Sun Jan 23 20:08:14 UTC 2022

The acknowledgement and 360-degree feedback can also be left anonymously.



Sign out

Acknowledge
bob@exorg.com

Relation to employee

- Manager
- Peer
- Customer
- Direct report

Time spent with employee

- Daily
- Weekly
- Monthly
- Occasionally

Rating

★★★★★

Comment

Please leave a positive, concise and constructive note for the employee...

I want the employee to know I am the person who sent this acknowledgement

Save

Cancel

The acknowledgement and 360-degree feedback are then available to the recipients and their managers – on the Individual Performance Summary screen.

The screenshot shows a dashboard for 'exorg.com' with a navigation menu on the left and a right-hand sidebar. The main content area is titled 'Acknowledgements' and displays a list of feedback comments:

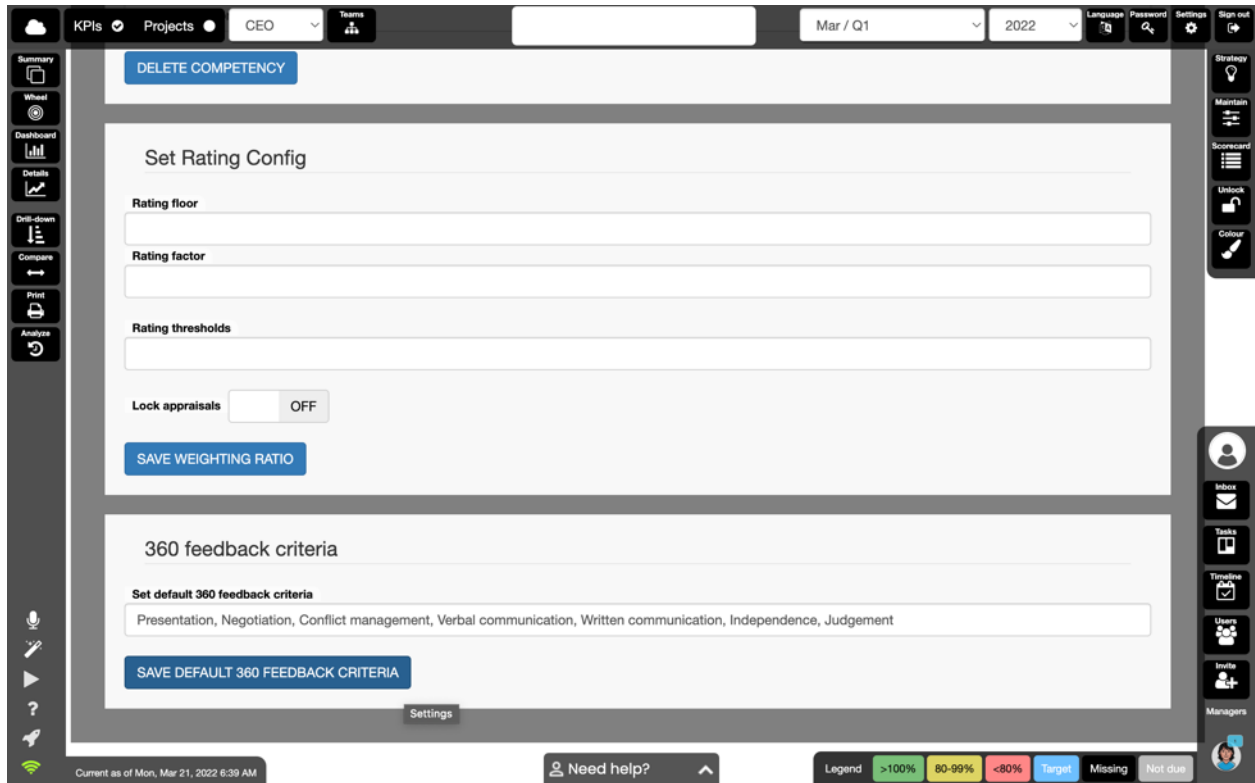
- ★★★★ Your insights and instruction are always appreciated. However, I feel that I perform and learn better when you allow me to figure out how to achieve the target on my own. 15 second ago anonymously
- ★ Sometimes the amount of tasks and responsibilities on my plate feel overwhelming. I would be grateful if you are able to provide any assistance with something I am struggling with. 47 second ago by usain@exorg.com, a direct report who interacts weekly
- ★★ I was surprised that you found my ideas to be far off base. In order to avoid future misunderstandings about what direction you want me to take, I would like to have more frequent and detailed discussions. 1 minute ago by usain@exorg.com, a direct report who interacts daily
- ★★★★★ I appreciate all of the coaching and mentoring opportunities you have kindly provided. I want to continue working closely with you to promote my professional growth and career development. 1 minute ago anonymously
- ★★★★★ Whenever I run into an unforeseen issue I know that I can come to you to discuss it. I hope we can continue to tackle those roadblocks and come up with solutions together. 2 minutes ago anonymously
- ★★ Great effort to get the project live - but would be great to see the output of any retrospective. 30 minutes ago anonymously
- ★★★★★ I want to thank you for always showing enthusiasm and being willing to jump in wherever the team needs assistance or guidance. That kind of leadership really helps us to stay motivated. 1 hour ago by usain@exorg.com, a direct report who interacts weekly

At the bottom, there are 'KPI Graphs' for various departments: Sales | People | o3 | k4, Sales | Finance | o2 | k3, Sales | Process | o4 | k5, and Sales | Finance | o2 | k2. A legend indicates performance levels: >100% (green), 80-99% (yellow), <80% (red), Target (blue), Missing (grey), and Not due (grey).

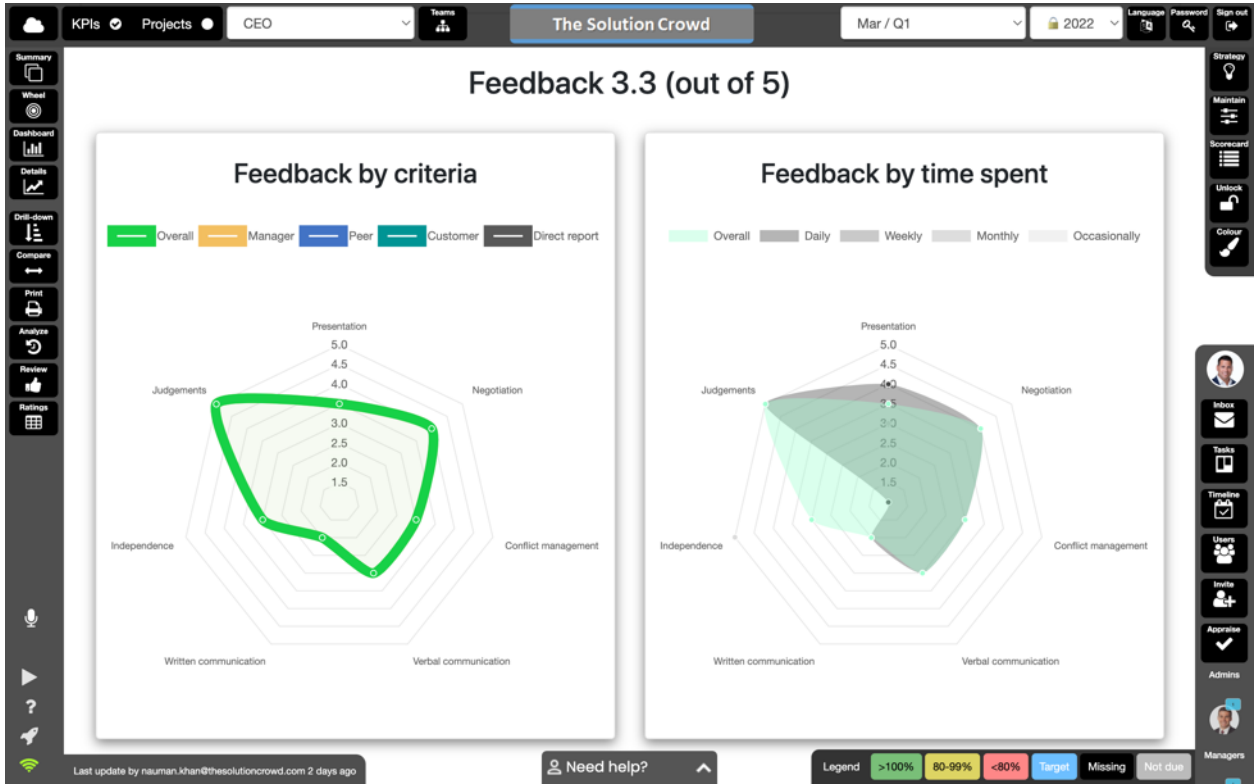


The feedback can also be left via the main kippy app clicking on a user’s avatar.

The feedback criteria are configurable in the setting screen.



The feedback is summarized in interactive radar graphs per employee.



The average feedback score is also presented on the Employee Rating Report.

Employee name	Employee email	Is manager	Project score	KPI score	Competency score	Weighted average	Employee rating	Feedback (out of 5)
	lina@thesolutioncrowd.com	Yes						
	mike@thesolutioncrowd.com	Yes						
Alex Sanchez	alex.sanchez@thesolutioncrowd.com	No		0	98	59	1 (Poor <60)	
	test@thesolutioncrowd.com	No		60		60	2 (Average 60-80)	
	ake.simmons@thesolutioncrowd.com	No	-30	0	102	61	2 (Average 60-80)	3.3
	joe@thesolutioncrowd.com	No		64		64	2 (Average 60-80)	
	bob@thesolutioncrowd.com	No	-40	79		79	2 (Average 60-80)	
	emma.windsor@thesolutioncrowd.com	No	-10	36	113	82	3 (Good 80-100)	
	owner@thesolutioncrowd.com	No	-22	57	105	86	3 (Good 80-100)	
	alem.selimovic@thesolutioncrowd.com	Yes	-7	88		88	3 (Good 80-100)	
	nauman.khan@thesolutioncrowd.com	Yes		81	105	90	3 (Good 80-100)	3.6
	hi@thesolutioncrowd.com	No	-1	94		94	3 (Good 80-100)	
	nauman.khan@thesolutioncrowd.com	Yes			109			



Reports

Additional print-friendly reports are available by Team, KPIs, Projects, Milestones, Users, Objectives and Org structure.

Team Report

Team report

Organisation	Team	For Year	For Period	Last refreshed
thesolutioncrowd.com	CEO	2022	Dec / Q4 / H2 / Year	Current as of Sun, Dec 11, 2022 10:21 AM

Vision	Mission	Values
Honoring our past by creating a future characterized by stimulated growth, development and the incessant practice of excellence in everything we do...	Delivering exceptional value to our customers through the engagement of our talented people, the application of best practice thinking in everything we do, the emphasis on quality and excellence and the focus on delivering superior performance that preserves our future ...	P – Proactive effective management operations S – Service high quality service and efficiency U – Upbeat academic environment that nurtures excellence in learning, teaching and research

Perspective	Objective	KPI Name	Formula	Owner	Weight	Unit	Cumulative	Data source	Direction	Frequency	Target	Actual	Score(%)
Finance	Maximize revenues & returns from core and new business	Total revenues from international market	Total international revenues generated as per financial statement	Imran Khan	1x	Mill \$	Yes	Operations	Increase is better	Monthly	95	70	74%
Finance	Maximize revenues & returns from core and new business	Total revenues from new products	Total revenues generated as per financial statement from new products	Alem Selimovic	1x	Mill \$	Yes	Operations	Increase is better	Monthly	25	35	140%
Finance	Maximize revenues & returns from core and new business	Total revenues	Total revenues generated as per financial statement	Owen Turner	2x	Mill \$	Yes	Operations	Increase is better	Monthly	20	10	50%
Finance	Maximize revenues & returns from core and new business	Total value of inventory	Total value of inventory	Imran Khan	1x	Mill \$	Yes	Operations	Decrease is better	Monthly	100	120	83%
Finance	Optimize capital & operating expenditure	Average cost per FTE	Total manpower cost / Total # of FTE	Alem Selimovic	1x	Mill. USD	Yes	Finance Dept.	Decrease is better	Yearly	1.5	1.2	125%
Finance	Optimize capital & operating expenditure	CAPEX budget performance	Actual CAPEX / CAPEX * 100	Alem Selimovic	2x	%	Yes	Finance Dept.	Decrease is better	Quarterly	95	89	107%
Finance	Optimize capital & operating expenditure	OPEX budget performance	Actual OPEX / OPEX budget * 100	Owen Turner	3x	%	Yes	Finance Dept.	Decrease is better	Monthly	95	100	95%
Customers	Increase customer base & Awareness has	Awareness has											

Legend: >=100% (Green), 80-99% (Yellow), <80% (Red), Target (Blue), Missing (Grey), Not Run (Light Blue)



KPIs Report



KPI Report

Period

Dec / Q4 / H2 / Year

Year

2022

Back Simple Detailed



KPI Report

Team	Perspective	PTO	Objective	KPI Name	KPI Description	Owner	Weight	Unit	Cumulative	Direction	Frequency
Alex Sanchez	Customers	Increase customer base & products and services	Increase customer base & products and services	# of customers with sales more than 1 Mill		alex.sanchez@thesolutioncrowd.com	1x		Yes	Increase is better	Monthly
Alex Sanchez	People	Build a performance driven culture	Build a performance driven culture	# of innovation ideas submitted		alex.sanchez@thesolutioncrowd.com	1x		Yes	Increase is better	Monthly
CEO	Finance		Maximize revenues & returns from core and new business	Total revenues from international market	Total international revenues	imran.khan@thesolutioncrowd.com	1x	Mill \$	Yes	Increase is better	Monthly
CEO	Finance		Maximize revenues & returns from core and new business	Total revenues from new products	Total revenues from new product (product created 2019-2023)	alem.selimovic@thesolutioncrowd.com	1x	Mill \$	Yes	Increase is better	Monthly
CEO	Customers		Increase customer base & products and services	Customer churn		owner@thesolutioncrowd.com	1x	000's	Yes	Increase is better	Yearly
CEO	Finance		Optimize capital & operating expenditure	CAPEX budget performance	Company is facing large construction investments over the next years and it is crucial to control the CAPEX spend to ensure a timely and cost-efficient progression of the project	alem.selimovic@thesolutioncrowd.com	2x	%	Yes	Decrease is better	Quarterly
CEO	Finance		Maximize revenues & returns from core and new business	Total value of inventory	Total value of inventory on hand related to raw materials and finished goods and in process	imran.khan@thesolutioncrowd.com	1x	Mill \$	Yes	Decrease is better	Monthly
CEO	Customers		Provide quality & innovative customer service	% Customers satisfaction	Satisfied customers is crucial to guarantee a smooth growth. All customers should be included in this unified and centralized survey.	imran.khan@thesolutioncrowd.com	2x	%	Yes	Increase is better	Semi-annual
CEO	Internal Process		Improve & automate efficient processes	% of IT Service tickets closed on time	Improve the (IT service requested) ticket closure & increase customer satisfaction	imran.khan@thesolutioncrowd.com	1x	%	Yes	Increase is better	Monthly
CEO	Customers		Increase customer base & products and services	Invite new prospects		nauman.khan@thesolutioncrowd.com	2x	# of prospects	No	Increase is better	Quarterly
CEO	Internal Process		Build effective organization governance	Timely closure of audit observations	Complying with audit observations is important for company success and should be handled by each unit individually	imran.khan@thesolutioncrowd.com	2x	%	Yes	Increase is better	Quarterly

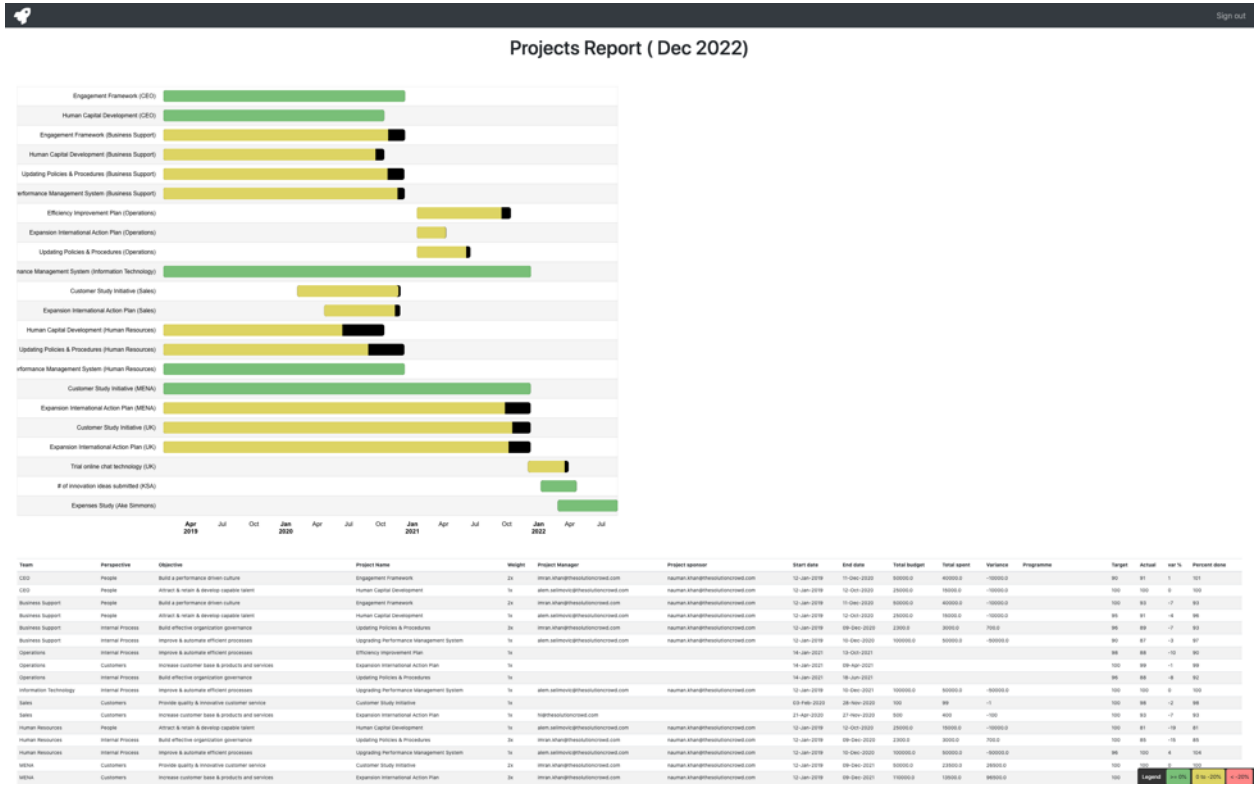


KPI Detailed Report (Dec 2022)

Team	Perspective	Objective	KPI Name	KPI Description	Formula	Owner	Weight	Unit	Cumulative	Data source	Direction	Frequency	Target	Actual	Score(%)
Alex Sanchez	Customers	Increase customer base & products and services	# of customers with sales more than 1 Mill			alex.sanchez@thesolutioncrowd.com	1x		Yes		Increase is better	Monthly			
Alex Sanchez	People	Build a performance driven culture	# of innovation ideas submitted			alex.sanchez@thesolutioncrowd.com	1x		Yes		Increase is better	Monthly	5	2	40
CEO	People	Build a performance driven culture	# of innovation ideas submitted	To track (as a start) number of ideas submitted through Company innovation program at all levels	Total # of innovation ideas submitted & accepted	alem.selimovic@thesolutioncrowd.com	1x	Idea	Yes	HR Dept.	Increase is better	Monthly	30	40	133
CEO	Internal Process	Improve & automate efficient processes	# of key business processes improved and or automated	In order to achieve operational excellence, Company needs to enhance and/or automate existing processes	Total # of business processes improved and/or automated	imran.khan@thesolutioncrowd.com	1x	Bus. Process	Yes	Quality Dept.	Increase is better	Monthly	10	5	50
CEO	People	Build a performance driven culture	# projects started			test@thesolutioncrowd.com	2x	Unit	Yes	Customer file	Increase is better	Monthly	95		
CEO	Customers	Provide quality & innovative customer service	% Customers satisfaction	Satisfied customers is crucial to guarantee a smooth growth. All customers should be included in this unified and centralized survey.	Average results of customers satisfaction survey	imran.khan@thesolutioncrowd.com	2x	%	Yes	Sales Dept	Increase is better	Semi-annual	95	75	79
CEO	People	Attract & retain & develop capable talent	% Employees Turnover	To keep Company manpower stable by retaining good performing	Total # of left/terminated employees / Total # of employees	imran.khan@thesolutioncrowd.com	1x	%	Yes	HR Dept.	Decrease is better	Semi-annual	10	13	77



Projects report

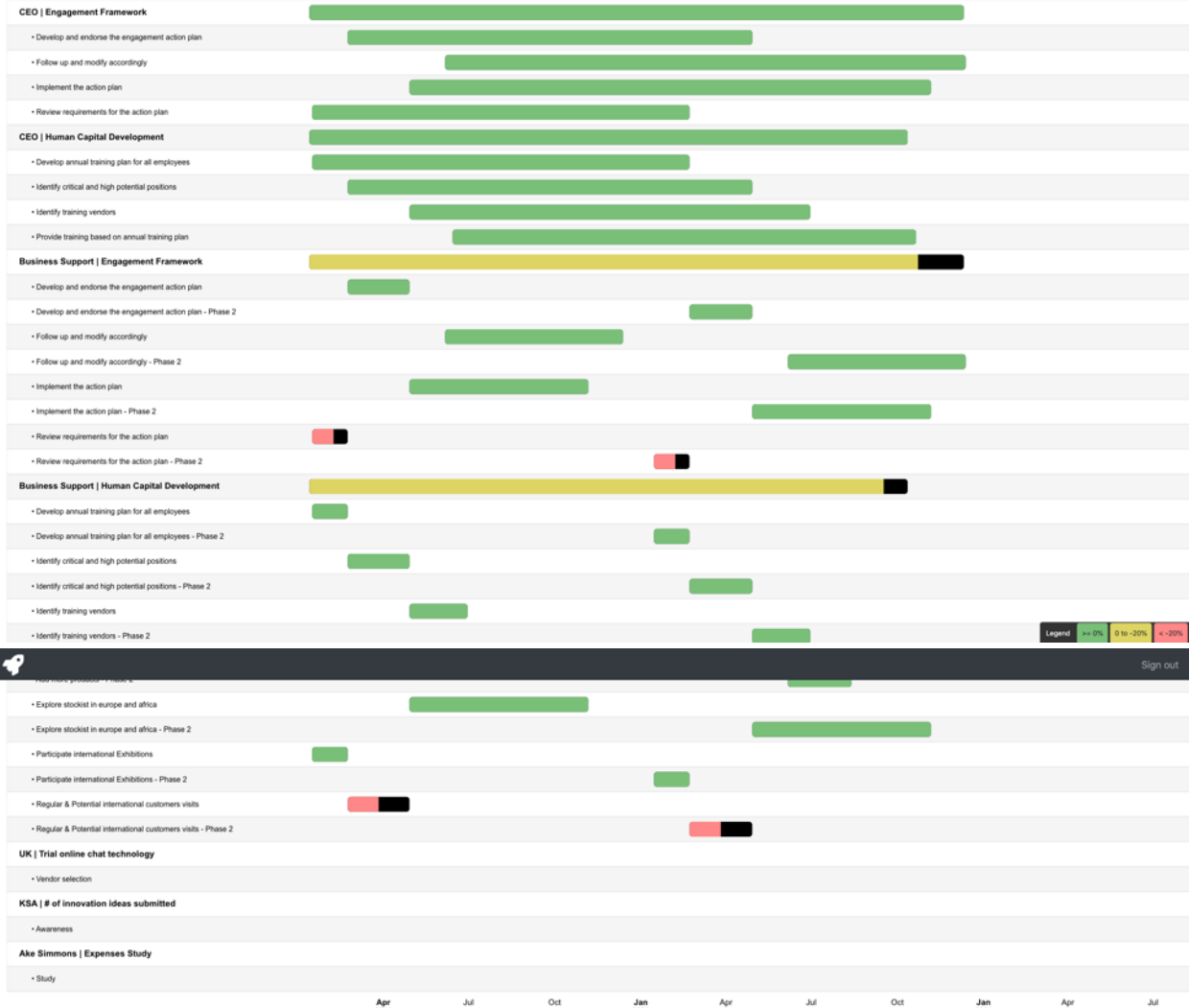




Milestones Report

Sign out

Milestones Report (Dec 2022)



Team	Perspective	Objective	Project Name	Weight	Project Manager	Project sponsor	Start date	End date	Total budget	Total spent	Variance	Programme	Target	Actual	var %	% done
CEO	People	Build a performance driven culture	Engagement Framework	2x	imran.khan@thesolutioncrowd.com	nauman.khan@thesolutioncrowd.com	12-Jan-2019	11-Dec-2020	50000.0	42000.0	-10000.0		90	91	1	101
Milestone Name							Weight	Milestone owner	Start date	End date	Target	Actual	var %	% done		
			Develop and endorse the engagement action plan			1x	alem.selimovic@thesolutioncrowd.com	22-Feb-2019	29-Apr-2020	100	100	0	100			
			Follow up and modify accordingly			3x	alem.selimovic@thesolutioncrowd.com	04-Jun-2019	13-Dec-2020	100	100	0	100			
			Implement the action plan			1x	imran.khan@thesolutioncrowd.com	29-Apr-2019	06-Nov-2020	100	100	0	100			
			Review requirements for the action plan			1x	imran.khan@thesolutioncrowd.com	15-Jan-2019	22-Feb-2020	40	45	5	105			

Team	Perspective	Objective	Project Name	Weight	Project Manager	Project sponsor	Start date	End date	Total budget	Total spent	Variance	Programme	Target	Actual	var %	% done
CEO	People	Attract & retain & develop capable talent	Human Capital Development	1x	alem.selimovic@thesolutioncrowd.com	nauman.khan@thesolutioncrowd.com	12-Jan-2019	12-Oct-2020	25000.0	15000.0	-10000.0		100	100	0	100
Milestone Name							Weight	Milestone owner	Start date	End date	Target	Actual	var %	% done		
			Develop annual training plan for all employees			2x	imran.khan@thesolutioncrowd.com	16-Jan-2019	22-Feb-2020	100	100	0	100			
			Identify critical and high potential positions			1x	imran.khan@thesolutioncrowd.com	22-Feb-2019	29-Apr-2020	100	100	0	100			
			Identify training vendors			2x	alem.selimovic@thesolutioncrowd.com	29-Apr-2019	30-Jun-2020	100	100	0	100			
			Provide training based on annual training plan			3x	alem.selimovic@thesolutioncrowd.com	14-Jun-2019	21-Oct-2020	100	100	0	100			

Legend: >= 0% (Green), 0 to -20% (Yellow), < -20% (Red)



Users reports

 Sign out

User Report

Kippy Users (16)

Name	Email address	Role	Team	Grade	Designation
Nauman Khan	nauman.khan@thesolutioncrowd.com	Manager	CEO	Exec	CEO
Hi Jones	hi@thesolutioncrowd.com	User	CEO		
Salam Halabi	test2@thesolutioncrowd.com	Manager	KSA		Manager
Emma Windsor	emma.windsor@thesolutioncrowd.com	User	Emma Windsor		
Mike Bowni	test@thesolutioncrowd.com	Manager	Information Technology		IT Manager
Sari Kana	sari@thesolutioncrowd.com	Manager	CEO		
Lina Maher	lina@thesolutioncrowd.com	Manager	Business Support		
Ake Simmons	ake.simmons@thesolutioncrowd.com	User	Ake Simmons		
Owen Turner	owner@thesolutioncrowd.com	Manager	CEO		
Alem Selimovic	alem.selimovic@thesolutioncrowd.com	Manager	Operations		
Imran Khan	imran.khan@thesolutioncrowd.com	Manager	UK		Acting Operations Senior Manager
Mike Lastes	mike@thesolutioncrowd.com	Manager	Human Resources		Manager
Alex Sanchez	alex.sanchez@thesolutioncrowd.com	User	Alex Sanchez		
Nesrain Etihad	nesrain@thesolutioncrowd.com	Manager	Sales		Sales Manager
Bod Black	bob@thesolutioncrowd.com	User	CEO		VP
Joe Mardesrt	joe@thesolutioncrowd.com	User	CEO		














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 Sign out

Detailed User Report

Kippy Users (16)

Profile pic	Name	Email address	Role	Team	Grade	Designation	Alias	Tree depth	System Owner	Silent	Additional Info
	Nauman Khan	nauman.khan@thesolutioncrowd.com	Manager	CEO	Exec	CEO	norm_khan@hotmail.com		No	No	{"employeeID": "RH0061";"legalName": "Nauman Khan";"gender": "Male";"businessUnit": "Exec"}
	Hi Jones	hi@thesolutioncrowd.com	User	CEO					No	No	
	Salam Halabi	test2@thesolutioncrowd.com	Manager	KSA		Manager			No	No	
	Emma Windsor	emma.windsor@thesolutioncrowd.com	User	Emma Windsor					No	No	
	Mike Bowni	test@thesolutioncrowd.com	Manager	Information Technology		IT Manager			No	No	Top Manager
	Sari Kana	sari@thesolutioncrowd.com	Manager	CEO					No	No	
	Lina Maher	lina@thesolutioncrowd.com	Manager	Business Support					No	No	
	Ake Simmons	ake.simmons@thesolutioncrowd.com	User	Ake Simmons					No	No	
	Owen Turner	owner@thesolutioncrowd.com	Manager	CEO					No	Yes	
	Alem Selimovic	alem.selimovic@thesolutioncrowd.com	Manager	Operations					No	No	
	Imran Khan	imran.khan@thesolutioncrowd.com	Manager	UK		Acting Operations Senior Manager			No	No	
	Mike Lastes	mike@thesolutioncrowd.com	Manager	Human Resources		Manager			No	No	
	Alex Sanchez	alex.sanchez@thesolutioncrowd.com	User	Alex Sanchez					No	No	



Objectives



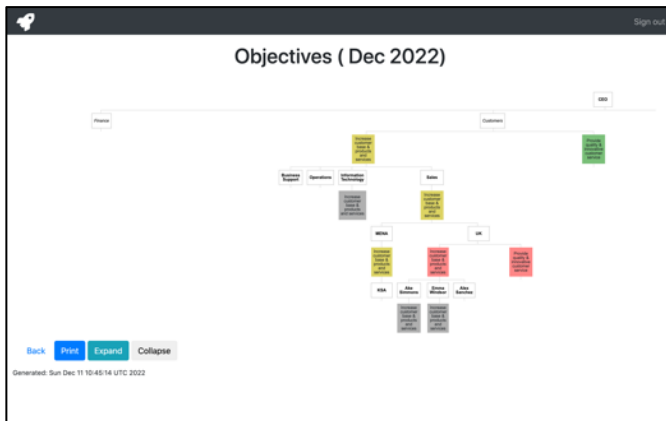
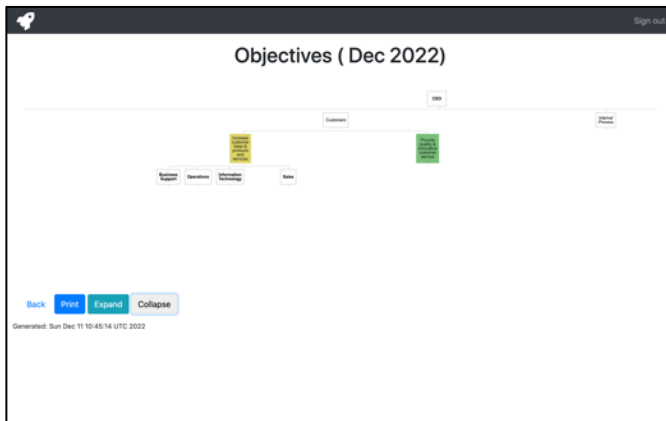
Objectives (Dec 2022)



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The objectives report is interactive. By hovering over the objectives, you can follow their cascade down the organisation.





Org reports

 Sign out

Org Report

Kippy Teams (12)

Level	Parent team	Name	KPI score	Project score
1		CEO	97.0	0.0
2	CEO	Business Support	102.0	-6.0
2	CEO	Operations	105.0	-6.0
2	CEO	Information Technology	81.0	0.0
2	CEO	Sales	77.0	-4.0
3	Business Support	Human Resources	91.0	-12.0
3	Sales	MENA	107.0	-4.0
3	Sales	UK	75.0	-6.0
4	MENA	KSA	116.0	0.0
4	UK	Ake Simmons		0.0
4	UK	Alex Sanchez	40.0	
4	UK	Emma Windsor	106.0	

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 Sign out

Org Report

Kippy Teams Details (12)

Parent Level	Parent team	Name	KPI score	Project score	Managers	Users	Admins	Vision	Mission	Values
1		CEO	97.0	0.0	Nauman Khan (nauman.khan@thesolutioncrowd.com), Owen Turner (owner@thesolutioncrowd.com) System owner , Sari Kana (sari@thesolutioncrowd.com)	Bod Black (bob@thesolutioncrowd.com), Hi Jones (hi@thesolutioncrowd.com), Joe Mardest (joe@thesolutioncrowd.com)		Honoring our past by creating a future characterized by stimulated growth, development and the incessant practice of excellence in everything we do...	Delivering exceptional value to our customers through the engagement of our talented people, the application of best practice thinking in everything we do, the emphasis on quality and excellence and the focus on delivering superior performance that preserves our future ...	P – Proactive effective management operations S – Service high quality service and efficiency U – Upbeat academic environment that nurtures excellence in learning, teaching and research
2	CEO	Business Support	102.0	-6.0	Lina Maher (lina@thesolutioncrowd.com)					
2	CEO	Operations	105.0	-6.0	Alem Selimovic (alem.selimovic@thesolutioncrowd.com)					
2	CEO	Information Technology	81.0	0.0	Mike Bowri (test@thesolutioncrowd.com)					
2	CEO	Sales	77.0	-4.0	Nesrain Ethhad (nesrain@thesolutioncrowd.com)					
3	Business Support	Human Resources	91.0	-12.0	Mike Lastes (mike@thesolutioncrowd.com)					
3	Sales	MENA	107.0	-4.0						
3	Sales	UK	75.0	-6.0	Imran Khan (imran.khan@thesolutioncrowd.com)					
4	MENA	KSA	116.0	0.0	Salam Halabi (test2@thesolutioncrowd.com)					
4	UK	Ake Simmons		0.0		Ake Simmons (ake.simmons@thesolutioncrowd.com)				
4	UK	Alex Sanchez	40.0			Alex Sanchez (alex.sanchez@thesolutioncrowd.com)				
4	UK	Emma Windsor	106.0			Emma Windsor (emma.windsor@thesolutioncrowd.com)				

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Risk Management

Risk Report

Risk and mitigations can be captured at Team, Project and Task level.

The risk items are then collated on a single Risk Report, summarizing the latest view on risk across the organisation.

Sign out

Risk Report (Jun 2022)

Team-level risks

Team	Key Achievements	Key Challenges & Risks	Outstanding Items	Required Decisions & Support
CEO	Revenue or sales you increased for the company, Money you saved for the company, Time you saved for the company, Problems you identified and solved, Ideas or innovations you introduced.	Failure to use appropriate risk metrics. ... Mismeasurement of known risks. ... Failure to take known risks into account. ... Failure in communicating risks to top management. ... Failure in monitoring and managing risks.	n/a	Sign-off on budget range, Org-wide comms to teams to buy in to process.

Project-level risks

Team	Objective	Project	Risk	Mitigation
CEO	Build a performance driven culture	Engagement Framework	- Inaccurate responses from survey participants - Limited budget to develop the framework and conduct the survey - Delay in Approval process	- Develop a comprehensive communication plan highlighting the ROI and benefits of the engagement framework - Third party to conduct the survey to ensure anonymity & confidentiality - Requesting internally streamlined approval process
CEO	Build a performance driven culture	Engagement Framework	- Inaccurate responses from survey participants - Limited budget to develop the framework and conduct the survey - Delay in Approval process	- Develop a comprehensive communication plan highlighting the ROI and benefits of the engagement framework - Third party to conduct the survey to ensure anonymity & confidentiality - Requesting internally streamlined approval process
CEO	Build a performance driven culture	Engagement Framework	- Inaccurate responses from survey participants - Limited budget to develop the framework and conduct the survey - Delay in Approval process	- Develop a comprehensive communication plan highlighting the ROI and benefits of the engagement framework - Third party to conduct the survey to ensure anonymity & confidentiality - Requesting internally streamlined approval process
Human Resources	Improve & automate efficient processes	Upgrading Performance Management System	Resisting change by middle management and other Senior staff	Increase buy-in throughout the project while supporting all teams

Task-level risks

Team	Type	Item	Note	Task Description	Task Comments
CEO	KPI	Total revenues from international market	I need to know why red	Forecast breakdown needed	Risk of allowed budget exceeding by \$56k - nauman.khan@thesolutioncrowd.com (20-Jun-2022 09:46)
CEO	KPI	Total revenues from international market	Please find attached latest report. Lorem_ipsum.pdf	Please breakdown by forecast	Budget forecast exceeds top range by \$56k - nauman.khan@thesolutioncrowd.com (20-Jun-2022 09:46)

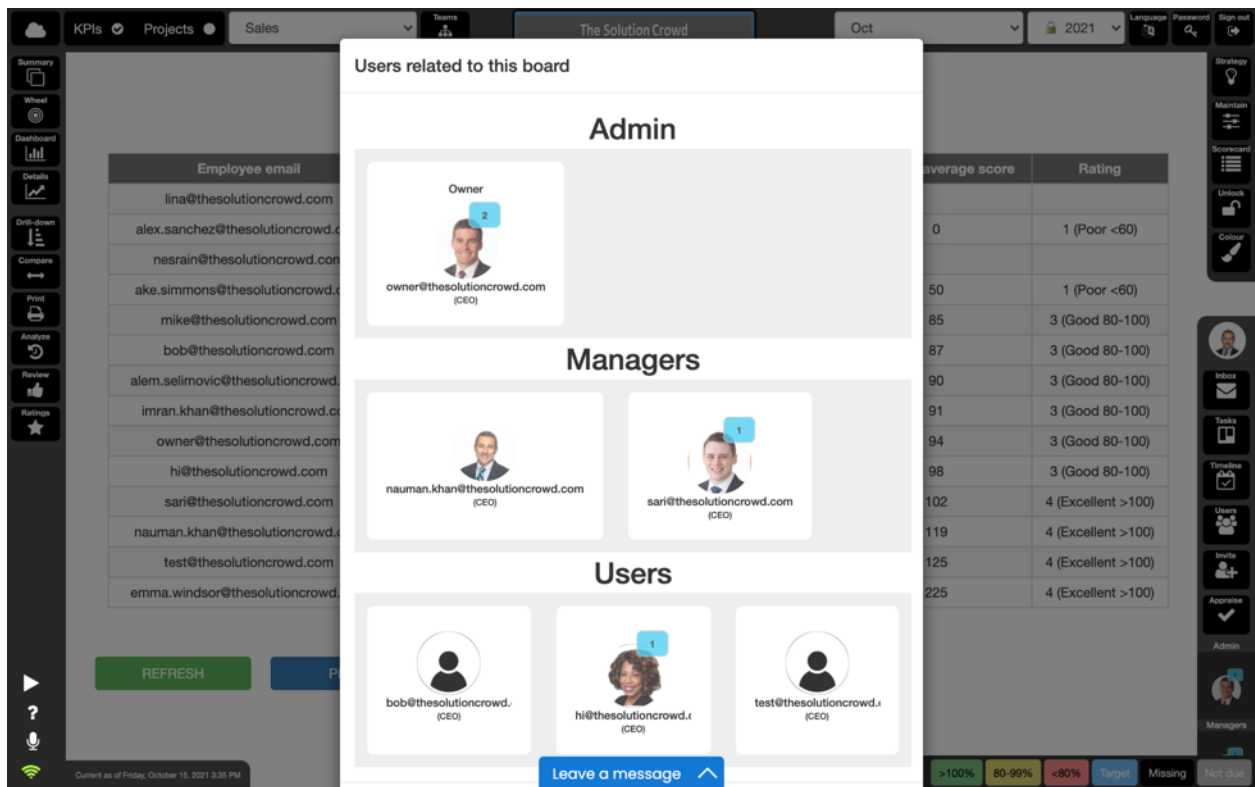
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Governance

All this is controlled with automated governance.

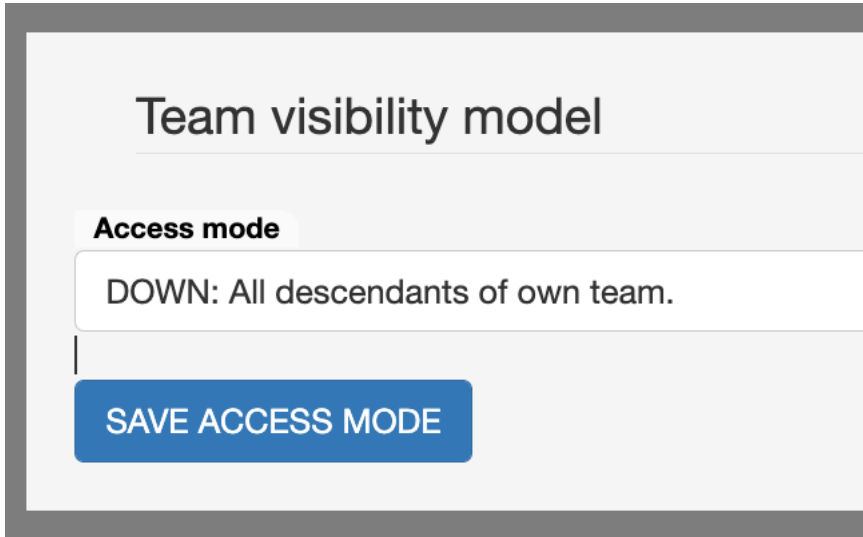
Roles

Only the appropriate users, with the appropriate roles, for the appropriate teams can view and edit the appropriate information.

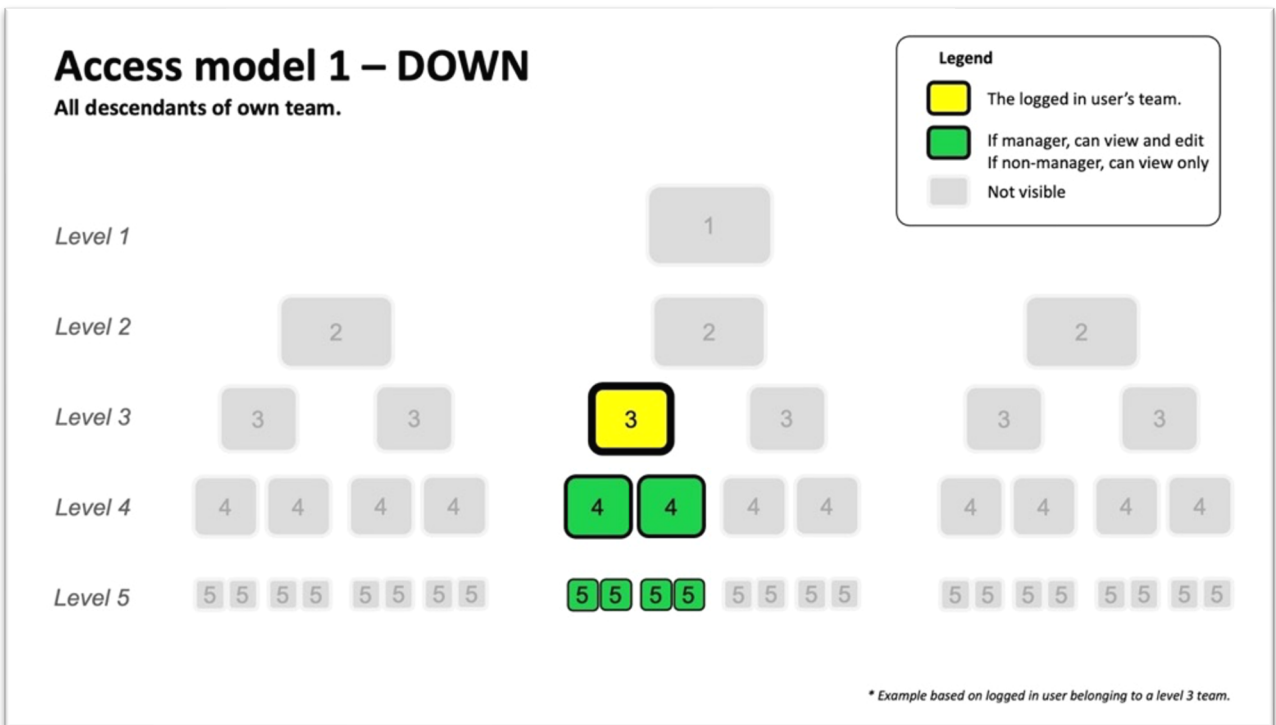


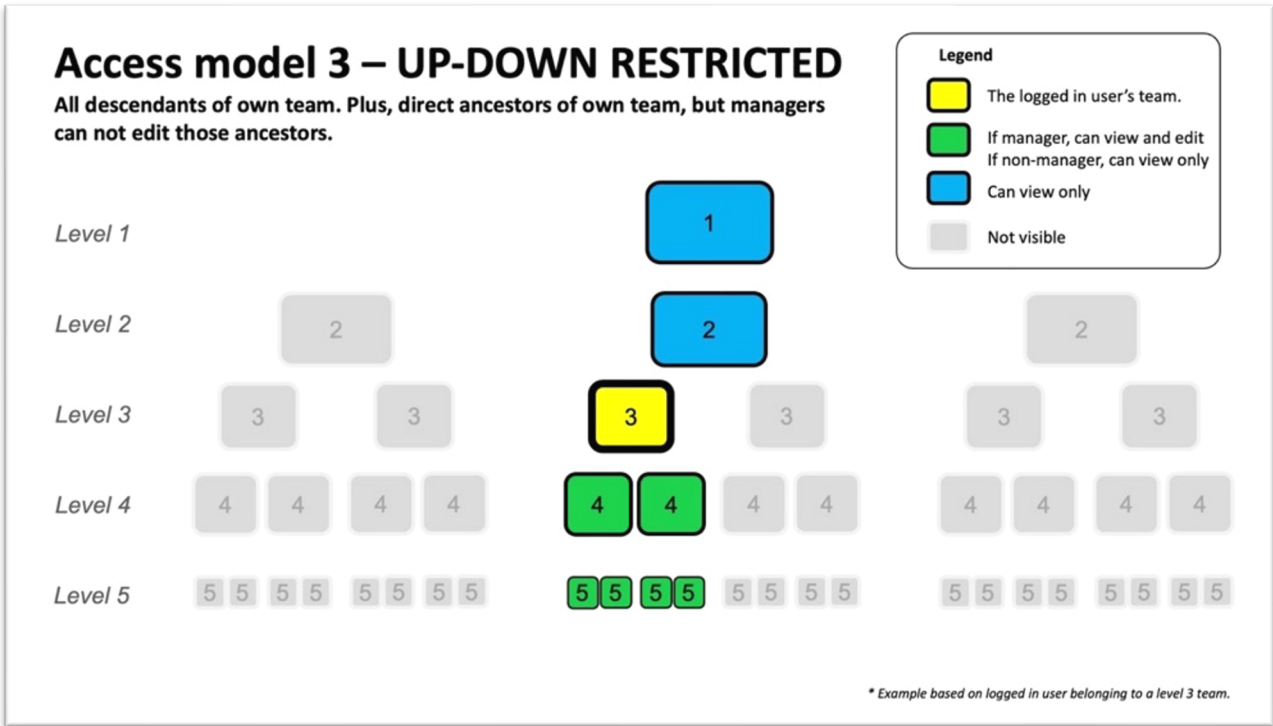
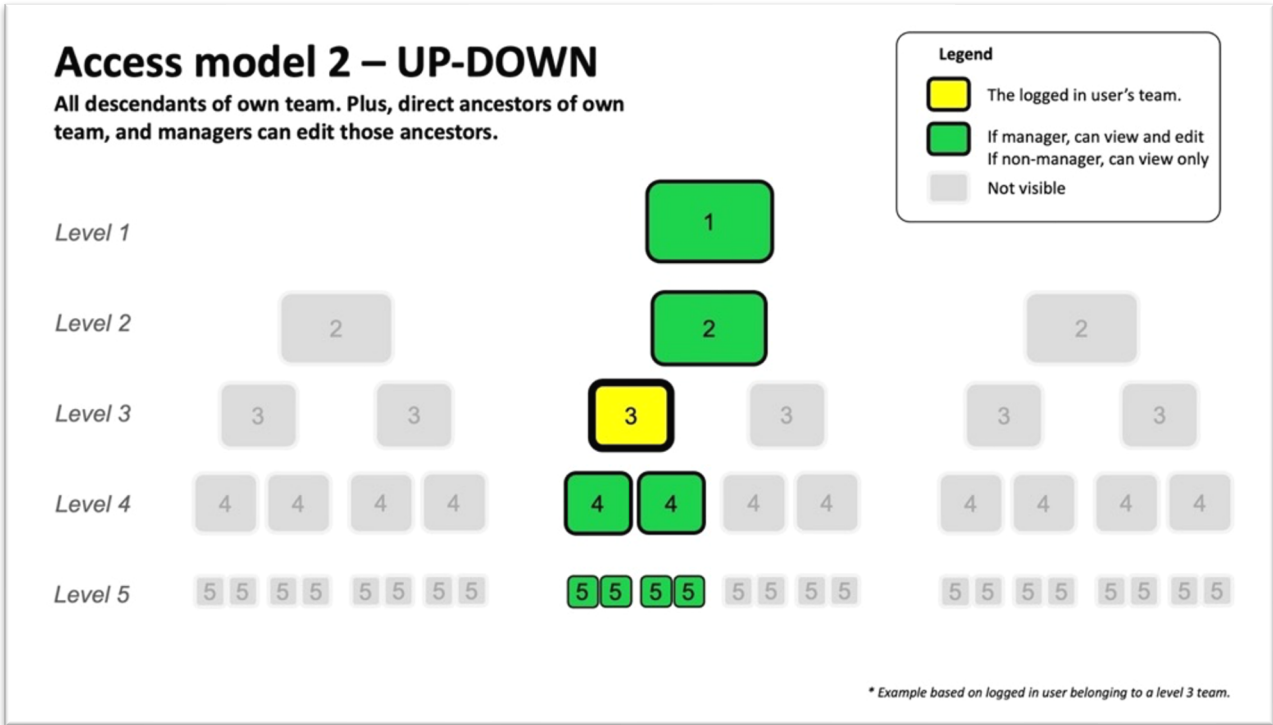
Managers have additional screen to perform HR functions.

Organisations can configure the access mode according to their company policy.



The 5 access modes are explained below. These can be customized further, as per specific requirements.



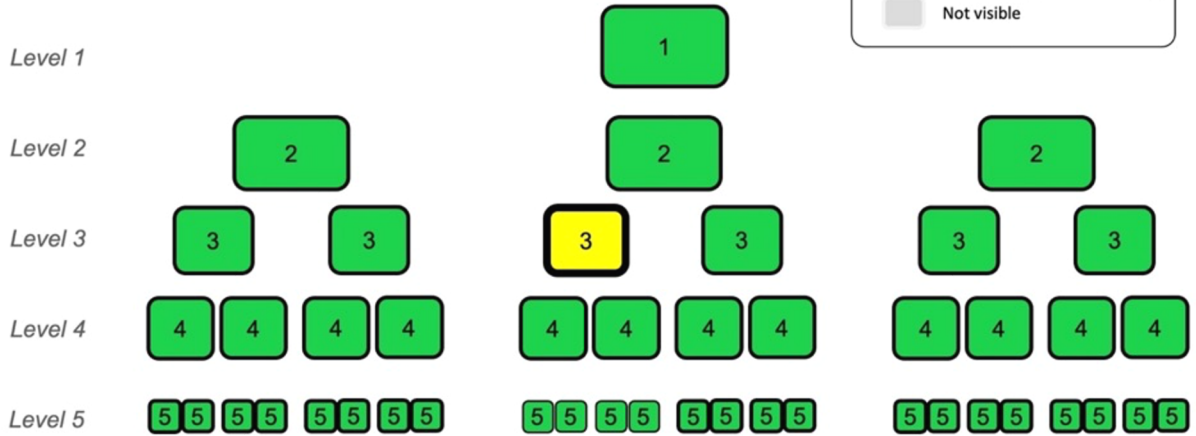


Access model 4 – FULL

All teams, anywhere in the organisation. Managers can edit any team.

Legend

- The logged in user's team.
- If manager, can view and edit
If non-manager, can view only
- Not visible



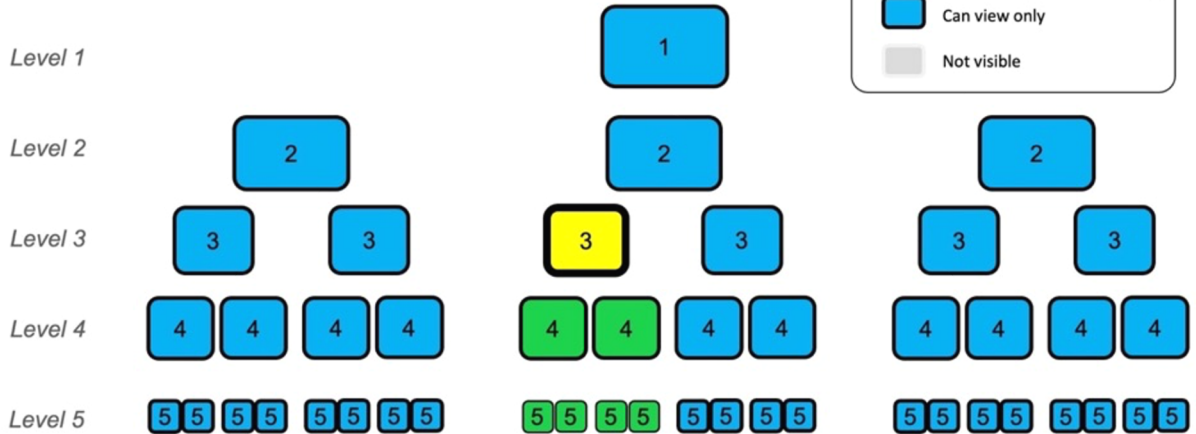
* Example based on logged in user belonging to a level 3 team.

Access model 5 – FULL RESTRICTED

All teams, anywhere in the organisation. Managers can only edit descendants of own team.

Legend

- The logged in user's team.
- If manager, can view and edit
If non-manager, can view only
- Can view only
- Not visible



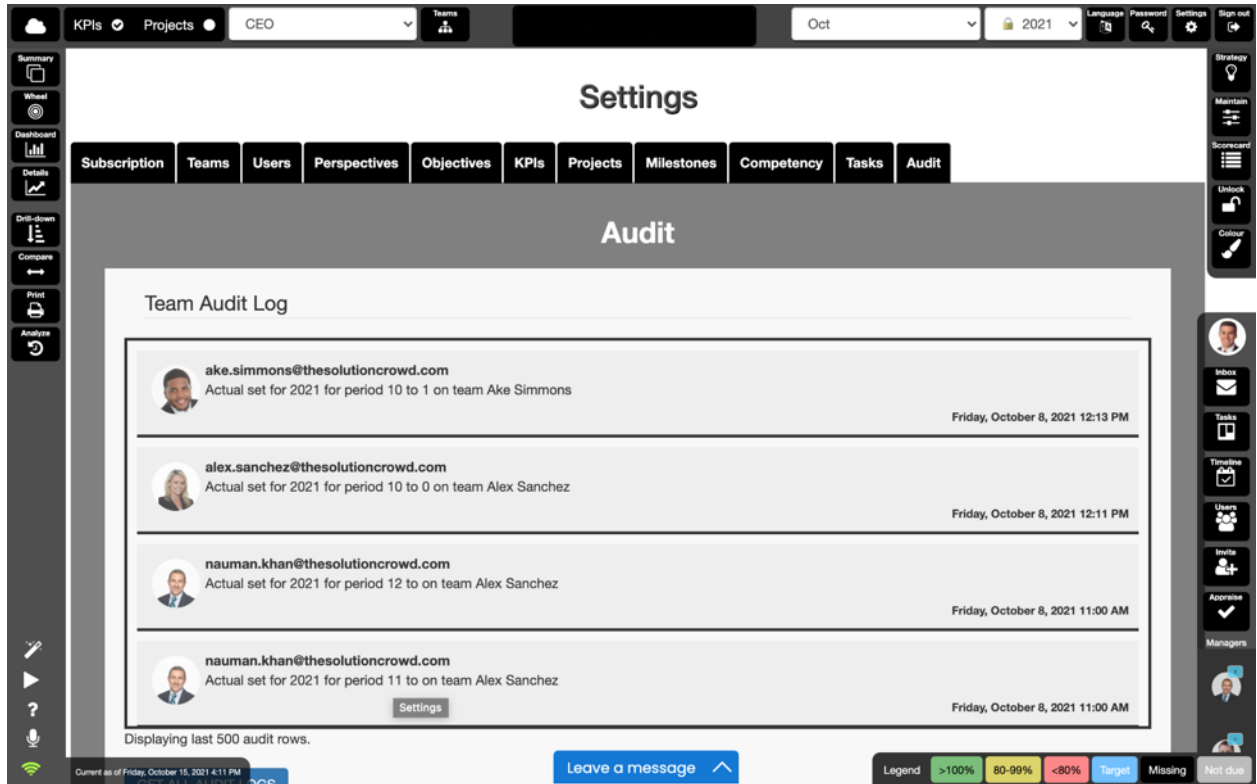
* Example based on logged in user belonging to a level 3 team.



Auditing

Every change is automatically audited in an immutable log.

System owners can review the system-wide audit log.



An audit log of changes to each KPI and Project is also visible.



Home | KPIs | Projects | u | Jun / Q2 / H1 | 2022

Trial expires in 14 days. Click here to subscribe.

Details

Perspective | Objective | KPI
Customers | o1 | k1

Details

Perspective: Customers

Objective: o1

KPI Name: k1

Owner: u

Weight: 1x

Unit:

Direction: Increase is better

Frequency: Monthly

Cumulative: Yes

KPI Targets and Actuals graph

KPI Targets and Actuals table

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Targets						100						
Actuals						90						
%						90						

Tx : Increase is better : Cumulative : u

History

Audit Log

m@4bjun2022.com
Actual set for 2022 for period 12 to on team u for k1
Sat, Jun 4, 2022 12:42 AM

m@4blun2022.com

New note for Jun / Q2 / H1 2022

Rich text editor with bold, italic, link, and image options.

[Need help?](#)

Legend: >=100% (green), 80-99% (yellow), <80% (red), Target (blue), Missing (grey), Not due (grey)


Admins | Users

Last update m@4blun2022.com by 6 hours ago




History


Audit Log




nauman.khan@thesolutioncrowd.com
Task deleted for 2021 period 2 on team CEO for Awareness has spread
Saturday, September 25, 2021 4:33 PM



nauman.khan@thesolutioncrowd.com
Task added for 2021 period 9 on team CEO for Awareness has spread
Saturday, September 25, 2021 4:33 PM



nauman.khan@thesolutioncrowd.com
Task deleted for 2021 period 2 on team CEO for Awareness has spread
Thursday, August 12, 2021 8:22 AM



Every appraisal is logged.



Home | Analyze | Collaborate | KPIs | Projects | u | Jun / Q2 / H1 | 2022

Trial expires in 14 days. Click here to subscribe.

CANCEL | SAVE COMPETENCIES

History

Audit Log

m@4bjun2022.com
Appraised u@4bjun2022.com with Competency score 100%. Appraisal was based on a weighted score of 96, rating of 3 (Good 80-100) and feedback score of <empty>. The average KPI score was 90. The average Project score was <empty>. Communication Skills = '3. Meets Expectations'. Leadership = '3. Meets Expectations'. Decision Making = '3. Meets Expectations'. Customer Focus = '2. Needs Improvement'. Job knowledge = '3. Meets Expectations'. Initiative = '4. Exceeds Expectations'. Flexibility = '3. Meets Expectations'.
Sat, Jun 4, 2022 7:33 AM

m@4bjun2022.com
Appraised u@4bjun2022.com with Competency score 100%. Appraisal was based on a weighted score of 90, rating of 3 (Good 80-100) and feedback score of <empty>. The average KPI score was 90. The average Project score was <empty>. Communication Skills = '3. Meets Expectations'. Leadership = '3. Meets Expectations'. Decision Making = '3. Meets Expectations'. Customer Focus = '2. Needs Improvement'. Job knowledge = '3. Meets Expectations'. Initiative = '4. Exceeds Expectations'. Flexibility = '3. Meets Expectations'.
Sat, Jun 4, 2022 7:33 AM

2022

Appraisals – View a user's feedback and performance across KPIs, Projects and Milestones. Provide general feedback and rate against core competencies.

Need help? | rs | o1 | k1 | Legend: >=100% | 80-99% | <80% | Target | Missing | Not due

Admins | Users

Change freezes and exemptions

Modifications and submissions are locked by the system, according to Plan and Actual submission windows which mandate

- who can change what
- when it must be changed by
- notifications, escalations, penalties for missed submissions
- exemptions for special circumstances, as authorized by the appropriate admin users with heightened permissions

Unlock Plans & Actuals

By default, all plans will be locked on the 1st of February

Additional planning windows for 2021

Year	Unlock from	Unlock to	Created by	Date created	Reason	Delete
2021	Wednesday, March 17, 2021 12:00 AM	Wednesday, March 24, 2021 12:00 AM	owner@thesolutioncrowd.com	Wednesday, March 17, 2021 7:18 PM	Covid related exemption	REMOVE

ADD PLANNING RULE

By default, KPI statuses must be submitted within one week after month end

ADD ACTUAL SUBMISSION RULE

Leave a message

Legend >100% 80-99% <80% Target Missing Not due



Kippy – Features

The screenshot displays the Kippy software interface. A modal window titled "Add actual submission rule" is open, showing a form with the following fields:

- Range:** Fri, October 15, 2021 @ 00:00 - Fri, October 22, 2021 @ 00:00
- Reason:** (empty text box)

Buttons for "CANCEL" and "ADD ACTUAL SUBMISSION RULE" are visible at the bottom of the modal.

Below the modal, a table lists existing rules:

Year	Unlock from	Unlock to	Created by	Date created	Reason	Delete
2021	Wednesday, March 17, 2021 12:00 AM	Wednesday, March 24, 2021 12:00 AM	owner@thesolutioncrowd.com	Wednesday, March 17, 2021 7:18 PM	Covid related exemption	REMOVE

Buttons for "ADD PLANNING RULE" and "ADD ACTUAL SUBMISSION RULE" are located below the table.

An information box states: "By default, KPI statuses must be submitted within one week after month end".

At the bottom of the interface, there is a "Leave a message" button and a legend for KPI statuses: >100% (green), 80-99% (yellow), <80% (red), target (blue), Missing (grey), and Not due (grey).



Quick set-up

Use kippy to organically define your strategy and performance management. Contact us to help you import your existing data.

Import all your team KPIs in one go with a simple copy and paste from Excel.

The screenshot shows the 'Settings' page in Kippy, specifically the 'Setup' section. The 'Quick KPI Setup' area contains a table for adding KPIs. The table has columns for 'Approved', 'Objective', 'KPI Name', 'Direction', 'Weight', 'Frequency', and 'Cumulative'. There are 6 rows of KPIs listed. A 'Leave a message' button is visible at the bottom of the table. A legend at the bottom right shows color-coded boxes for performance ranges: >100% (green), 80-99% (yellow), <-80% (red), Target (blue), Missing (grey), and Not due (grey).

	Approved	Objective *	KPI Name *	Direction *	Weight *	Frequency *	Cumulative
1	<input checked="" type="checkbox"/>	Increase customer base & products and services	# of new product introduced	Increase is better	3x	Monthly	Yes
2	<input checked="" type="checkbox"/>	Increase customer base & products and services	Awareness has spread	Increase is better	1x	Quarterly	Yes
3	<input checked="" type="checkbox"/>	Increase customer base & products and services	Customer churn	Increase is better	1x	Yearly	Yes
4	<input type="checkbox"/>	Increase customer base & products and services	ddfgag	Increase is better	1x	Monthly	Yes
5	<input type="checkbox"/>	Increase customer base & products and services	FFGFHFGFGH	Decrease is better	2x	Monthly	Yes
6	<input checked="" type="checkbox"/>	Increase customer base & products and services	Invite new prospects	Increase is better	2x	Quarterly	Yes



The screenshot displays the Kippy dashboard interface. At the top, there are navigation tabs for 'KPIs', 'Projects', and 'CEO'. A table lists various KPIs with columns for checkboxes, descriptions, metrics, trends, multipliers, frequencies, and status. Below the table are 'SAVE', 'CANCEL', and 'ADD ROW' buttons. An 'Import team' modal is open, showing instructions to download a template and upload data. The modal includes a file upload area with a 'Choose file' button and an 'UPLOAD' button. A legend at the bottom right shows color-coded status indicators: green for '>100%', yellow for '80-99%', red for '<80%', blue for 'Target', and grey for 'Missing'.

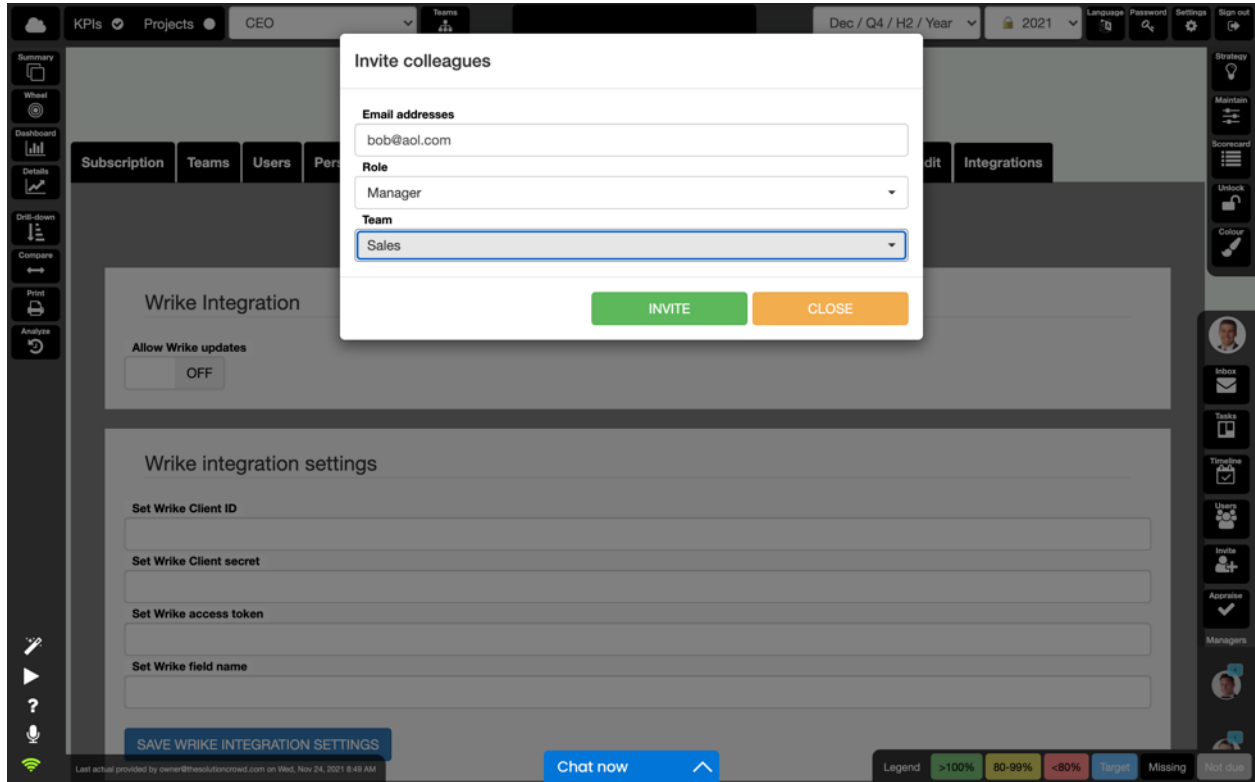
ID	Checkbox	Description	Metric	Trend	Multiplier	Frequency	Status
21	<input type="checkbox"/>	Build effective organization governance	مخروص	Increase is better	1x	Semi-annual	No
22	<input checked="" type="checkbox"/>	Improve & automate efficient processes	# of key business processes improved and or automated	Increase is better	1x	Monthly	Yes
23	<input checked="" type="checkbox"/>	Improve & automate efficient processes	% of IT Service tickets closed on time	Increase is better	1x	Monthly	Yes
24	<input checked="" type="checkbox"/>	Improve & automate efficient processes	Man Hrs per Ton of production	Decrease is better	2x	Monthly	Yes
25	<input type="checkbox"/>	Improve & automate efficient processes	تصريف رائد	Increase is better	1x	Monthly	Yes
26	<input checked="" type="checkbox"/>	Attract & retain & develop capable talent	% Employees Turnover	Decrease is better	1x	Semi-annual	Yes
27	<input checked="" type="checkbox"/>	Attract & retain & develop capable talent	Average training hours per FTE	Increase is better	1x	Monthly	Yes
28	<input type="checkbox"/>	Attract & retain & develop capable talent	Total area rented out	Increase is better	2x	Monthly	Yes
29	<input checked="" type="checkbox"/>	Build a performance driven culture	# of innovation ideas submitted	Increase is better	1x	Monthly	Yes
30	<input checked="" type="checkbox"/>	Build a performance driven culture	Average employee satisfaction rating	Increase is better	3x	Yearly	No

Bulk import your existing kpi, projects, forecasts and actuals using a pre-built kippy excel template.

User management

Simple in-app management

Manage users in app (or Integrate with your internal JML “joiner-move-leaver” process).



Invite additional users to teams with particular roles. Invitations based on inviters role and cascading privileges.

View all users in one report.



User Report

Kippy Users (15)

Name	Email address	Role	System Owner	Team	Alias	Tree depth	Grade	Additional user info
Nauman Khan	nauman.khan@thesolutioncrowd.com	Manager	No	CEO	norm_khan@hotmail.com			
Hi Jones	hi@thesolutioncrowd.com	User	No	CEO				
Emma Windsor	emma.windsor@thesolutioncrowd.com	User	No	Emma Windsor				
	test@thesolutioncrowd.com	User	No	CEO				
Sari Kana	sari@thesolutioncrowd.com	Manager	No	CEO				
Lina Maher	lina@thesolutioncrowd.com	Manager	No	Business Support				
Ake Simmons	ake.simmons@thesolutioncrowd.com	User	No	Ake Simmons				
	owner@thesolutioncrowd.com	Manager	Yes	CEO				
Alem Selimovic	alem.selimovic@thesolutioncrowd.com	Manager	No	Operations				
Imran Khan	imran.khan@thesolutioncrowd.com	Manager	No	UK				
Mike Lastes	mike@thesolutioncrowd.com	Manager	No	Human Resources				
Alex Sanchez	alex.sanchez@thesolutioncrowd.com	User	No	Alex Sanchez				
Nesrain Ethiad	nesrain@thesolutioncrowd.com	Manager	No	MENA				
Bod Black	bob@thesolutioncrowd.com	User	No	CEO				
Joe Mardesrt	joe@thesolutioncrowd.com	User	No	CEO				

Back [Print](#)

Generated: Wed Jun 22 19:28:14 UTC 2022

Manage your own user profile

KPIs Projects CEO The Solution Crowd Sep / Q3 2022

My profile

Email nauman.khan@thesolutioncrowd.com
Role Manager
User's team CEO
Alias norm_khan@hotmail.com

Name
Nauman Khan

Grade
Exec


Designation
CEO

Tree Depth

[EDIT PROFILE](#)

Voice-activated presentation mode

Profile picture
Choose file No file chosen



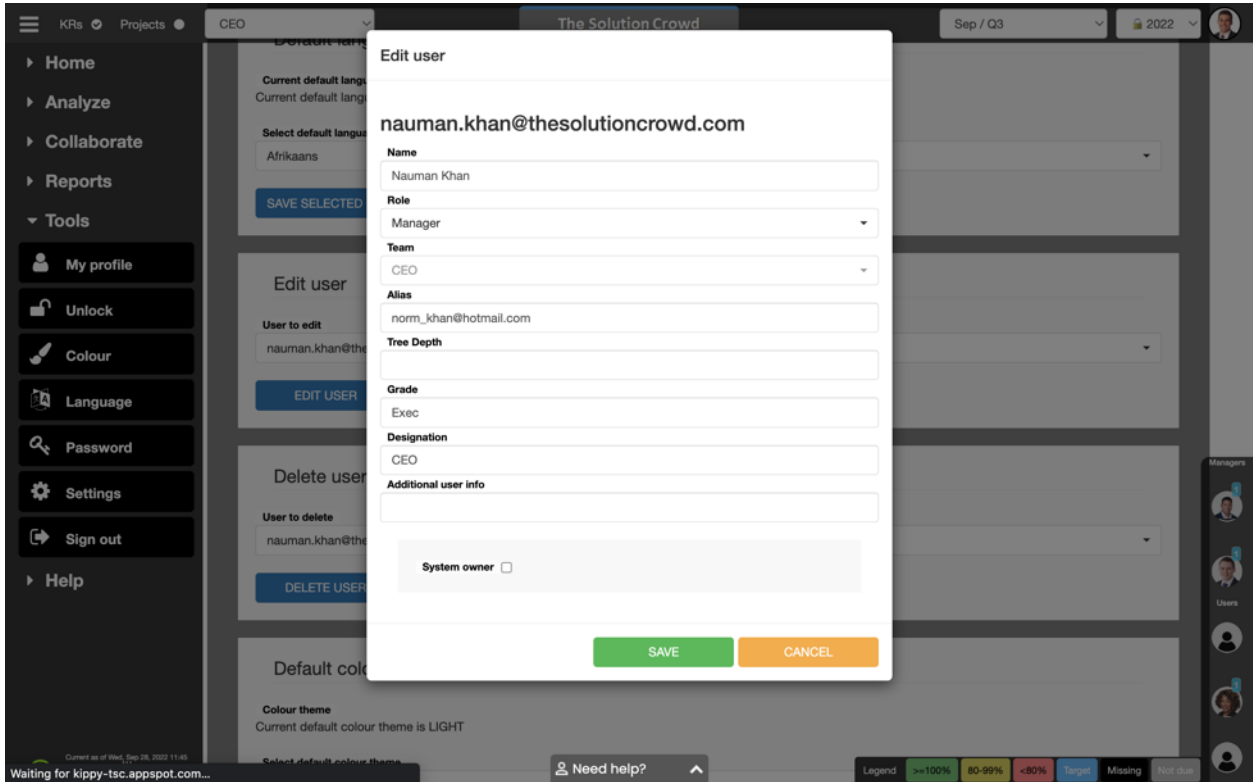
[Need help?](#)

Legend >=100% 80-99% <80% Target Missing Not due

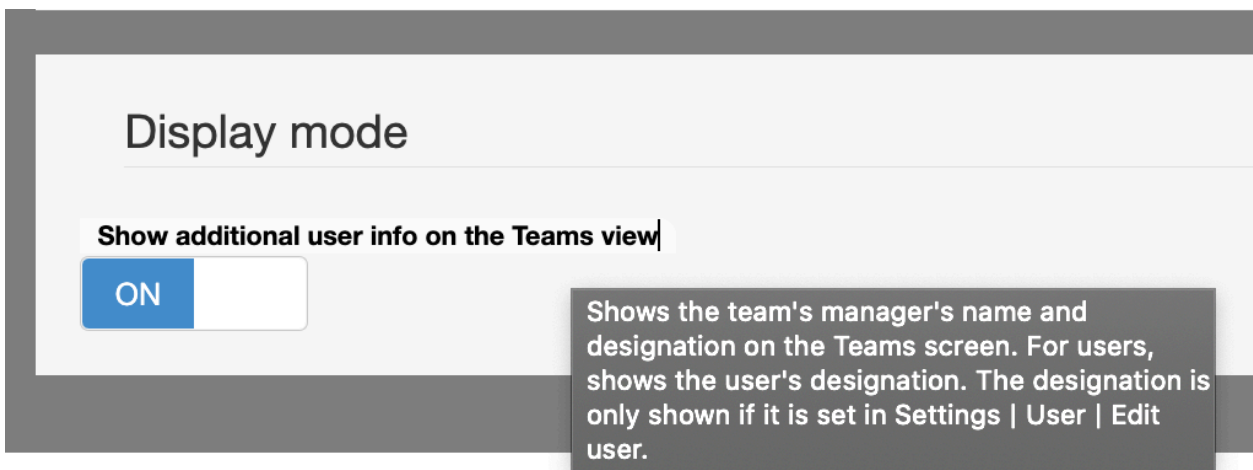
Managers Users

Last update Nauman Khan by 13 days ago

Manage profile of your teams' users



Augment dashboards with additional user info





Tree depth

Configure amount of information shown to each user by team level.

This is useful if certain users don't want to be overloaded with low-level data.

For example, in an organisation with 7 levels - if CEO tree depth equals 3, CEO will only see Level 1, 2 and 3 information.



Reminders


The system sends automatic reminders:

kippy Support 2 October 2021 at 13:02 S

Reminder

To: nauman.khan@thesolutioncrowd.com

Reminder



Please update last months actuals for the following items

Team	Project Milestone or KPI	Name
CEO	KPI	Invite new prospects

Log in

If you need more help, email us at support@kippy.me

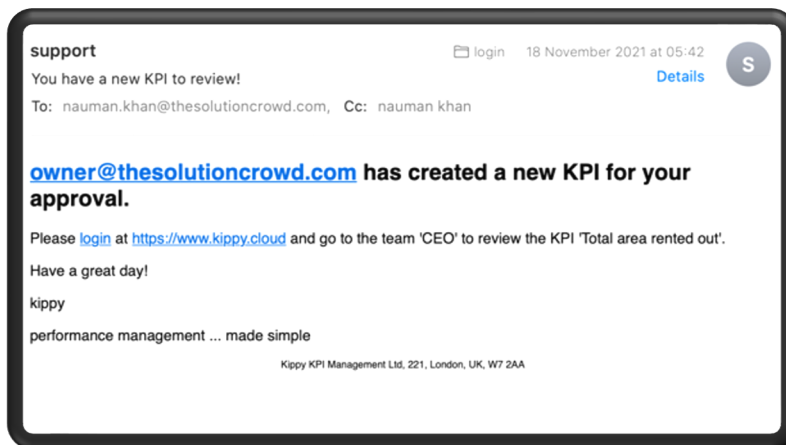
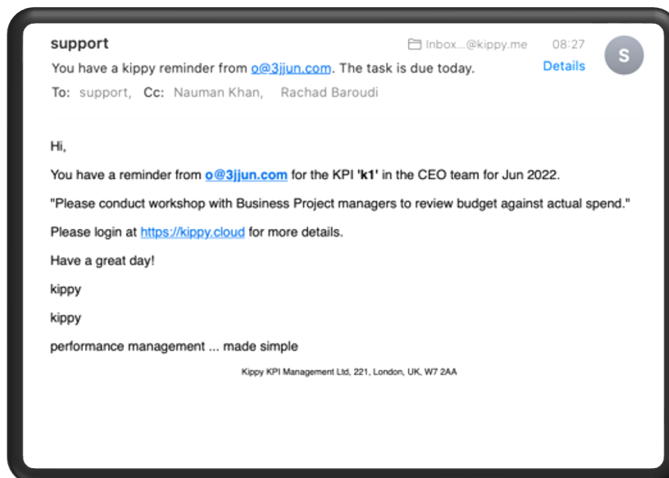
Click here to [unsubscribe](#) from these emails.

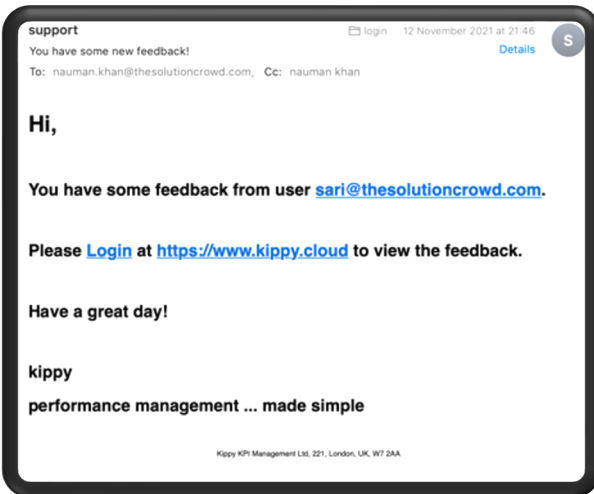
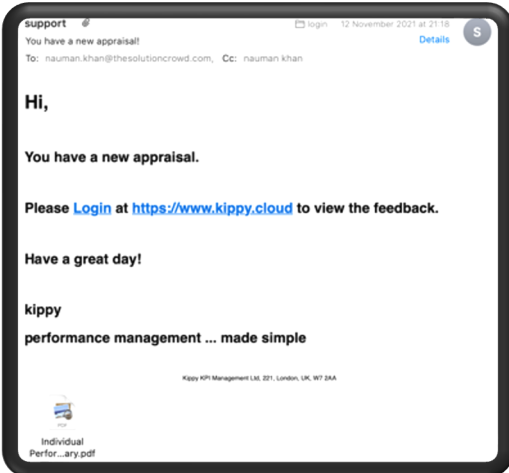
Kippy KPI Management Ltd, 221, London, UK, W7 5AA

Notifications

By default, the system sends employees email notifications in numerous scenarios, including:

- Late or overdue actual submissions
- Reminders of tasks based on reminder dates and due dates
- Draft KPIs needing approval
- Approved KPIs needing update
- Self-appraisals to managers
- Appraisals by managers
- Notes attached to KPIs and Projects of interest to the employee
- Feedback received





Each user can also set a “Silent mode” in their user profile, so they do not receive kippy notification emails.



Hosting options

All this provides a solution that is:

- A flexible appraisal mechanism for all staff, at any cadence, fully aligning everything top-down and bottom-up
- An always live view of corporate health by every dimension with data accuracy
- A low-friction framework for continuous improvement

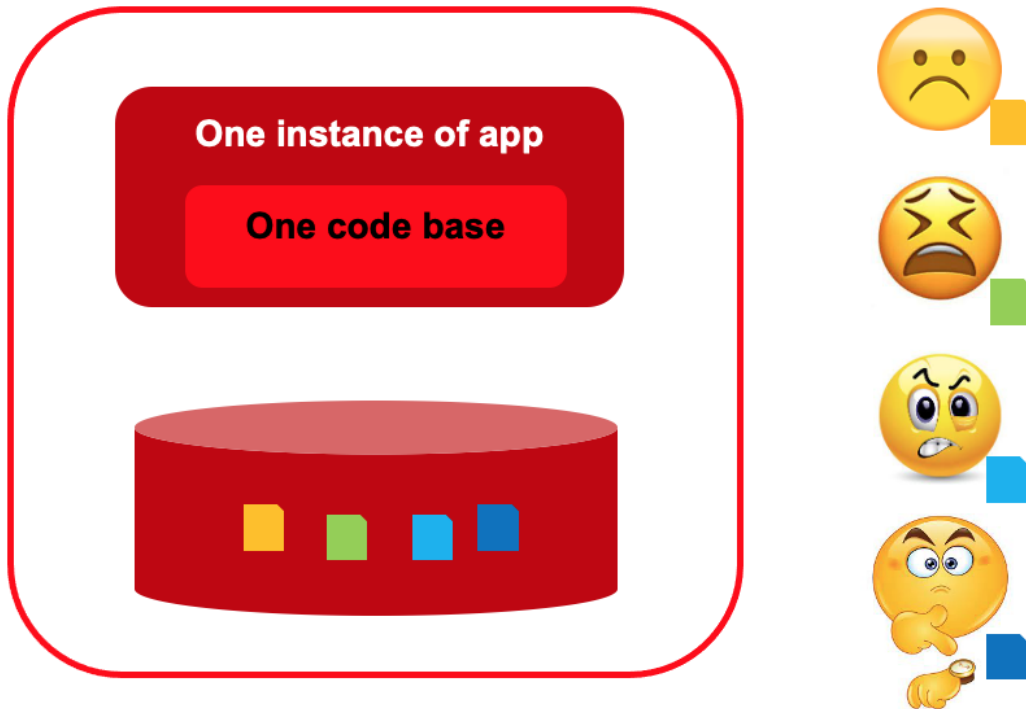
From a technical perspective, kippy is unique in that it does NOT provide a rigid Commercial off-the-shelf product.

Instead, a totally standalone kippy instance will be deployed to a cloud or infrastructure of your choosing.

As well as configuration of the capabilities, the code for the core product will be branched just for you, allowing any low-level changes to be made specifically for you.

Other SaaS providers have one product for all their clients. They usually segment the data - but the app and features remain identical for all clients. A one-size fits all solution!

Other SaaS solutions



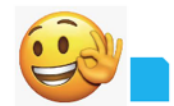
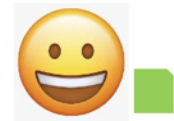
What does that mean for you? You have to put your requirements in a shared backlog for all your clients. You have to wait for the next major release. You have to do workarounds in your business processes to fit the constraints of their product.

What approach does kippy take? We deploy your very own isolated instance. We create bespoke functionality to perfectly fit your needs (and then later putting them behind feature switches for everyone else).

What does this mean for you? You don't have to put your requirements in a shared backlog for all our clients. You don't have to wait for our next major release. You don't have to do workarounds in your business processes to fit our product.



kippy cloud solution



Web APIs

This isolation increases agility, and so do the kippy web APIs. Every activity in the kippy user interfaces can also be performed by invoking simple web APIs, so information can be automatically pushed and pulled from and to any system.



What does this mean for you? You can easily pull in employee performance for a specific set of KPIs from any tool or system used in your organisation. You can push any appraisal, discussion, report, etc. to any other tool or system used in your organisation.

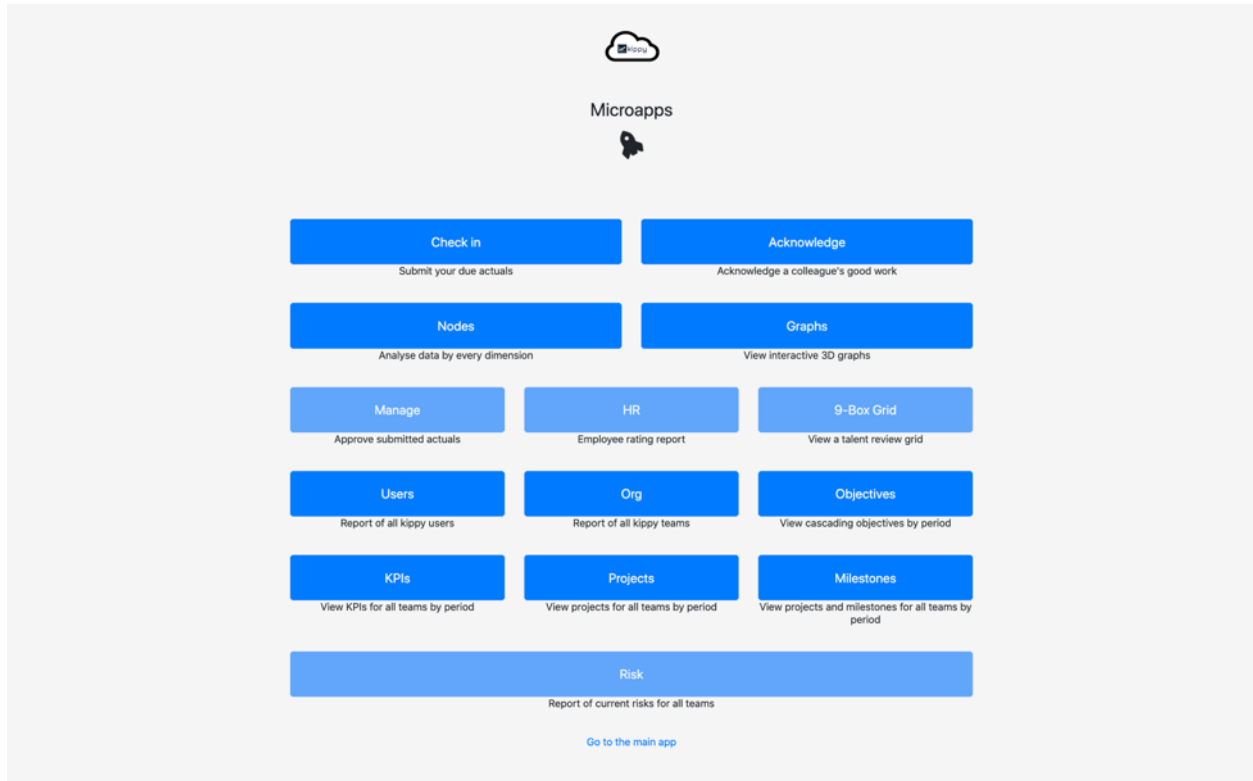
Functions



Pull and transform data without coding or support from IT. Dynamically set your actuals by referencing other KPIs with functions like add, subtract, multiply, divide, percentage and average.

Need a new function or adapter, we'll make it for you. Want to code your own, we'll host it for you. Want to host it yourself, we'll call it as needed. Want to push the values, call our APIs. Whatever your use case, we've got you covered!

Microapps



No matter how great a dashboard, report or app user interface is, it will never be perfect for every persona, in every company, in every situation.

Kippy comes with great user interfaces by default, but also lets you create user specific micro-apps with custom reports and dashboards, geared exclusively to a particular person, for a specific use case, just for your organisation.

So don't just use your tools, love them!

Dedicated environments



Need one or more non-prod environments? Spin up as many non-prod environments as you need - in minutes!

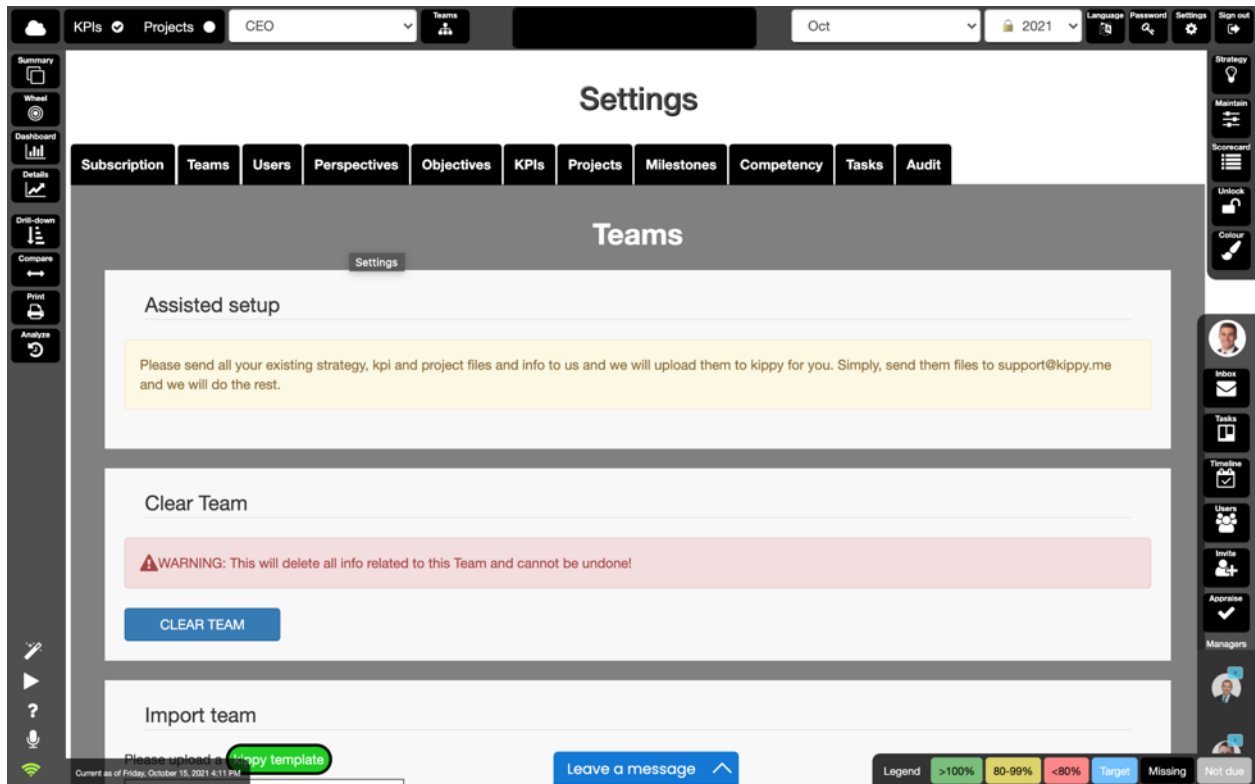
Your Kippy instance can be deployed to

- the shared Google Cloud (in London),
- in other Google Cloud AppEngine instances around the world,
- on other cloud providers,
- on your hosting partners infrastructure
- on your own infrastructure

Your kippy instance can also be deployed with different configurations for high-resilience and failover.

Fully configurable

Everything in kippy is self-configurable via the in-built admin console.

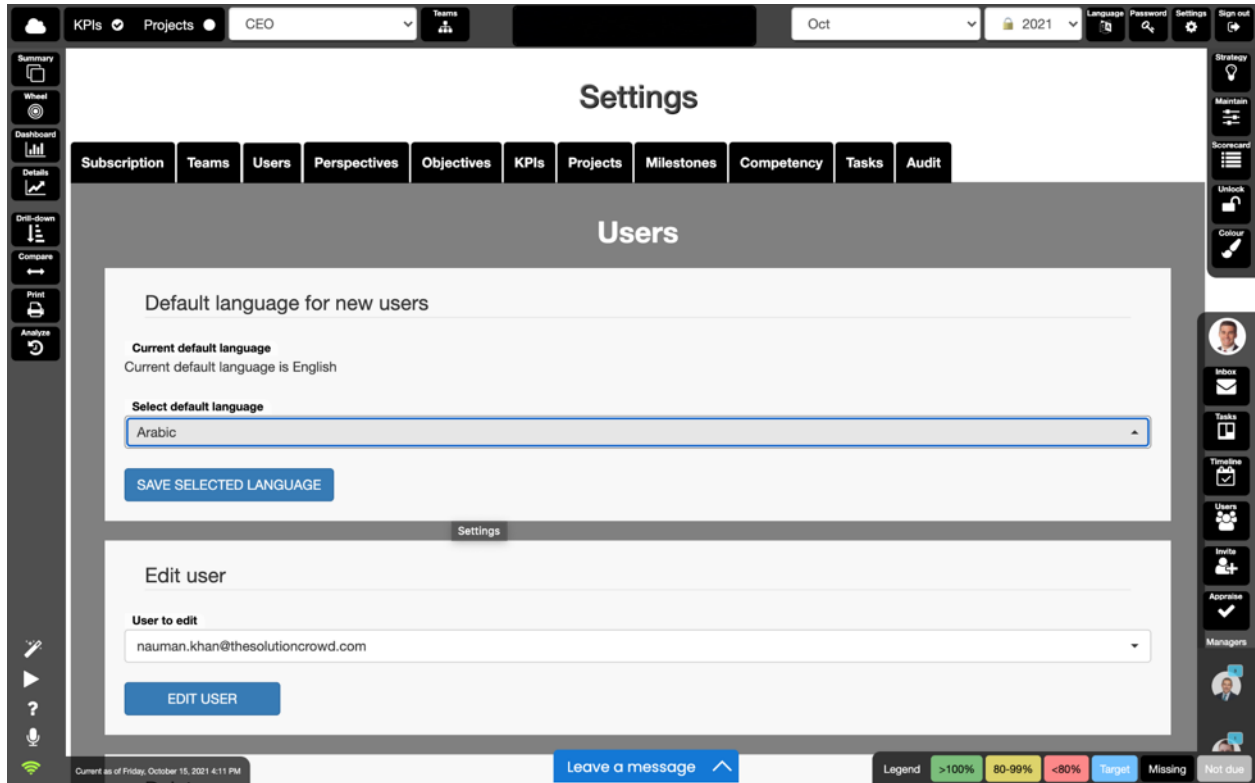


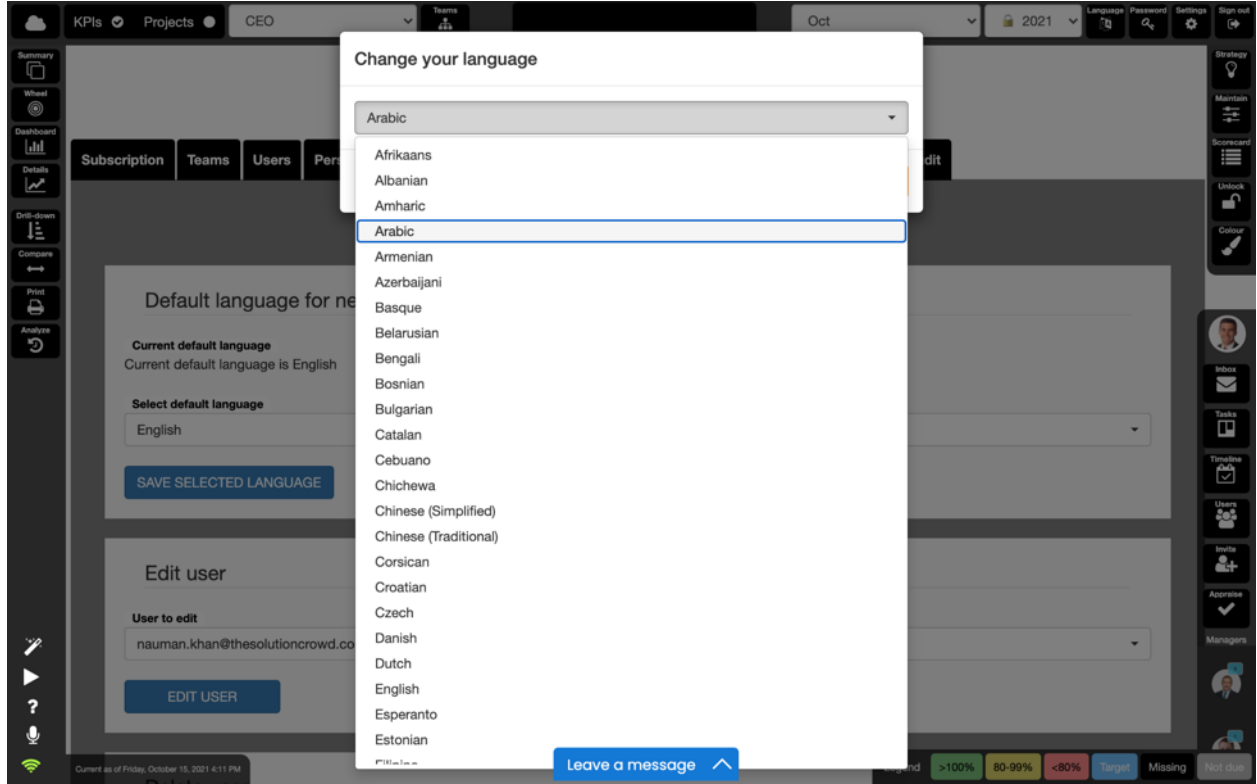
This includes

- changing 1x,2x,3x to greater than 3 (e.g. 1x to 100x)
- locking appraisals
- complex weighting and score calculation configuration
- changing default language and color themes
- resetting passwords
- full user management
- edit, rename, move and delete perspectives, objectives, KPIs, projects and milestones
- appraisal competencies with descriptions and weighting
- feedback criteria
- temporarily disabling appraisals for the whole organisation
- workflow of task Kanban columns
- no-code system-to-system integration (see Wrike demo)
- the list of values in each competency drop down in the appraisal screen
- inactivating KPIs and Teams by year.
- modifying the start of org reporting cycle e.g. 'January to December' becomes 'April to next March'.

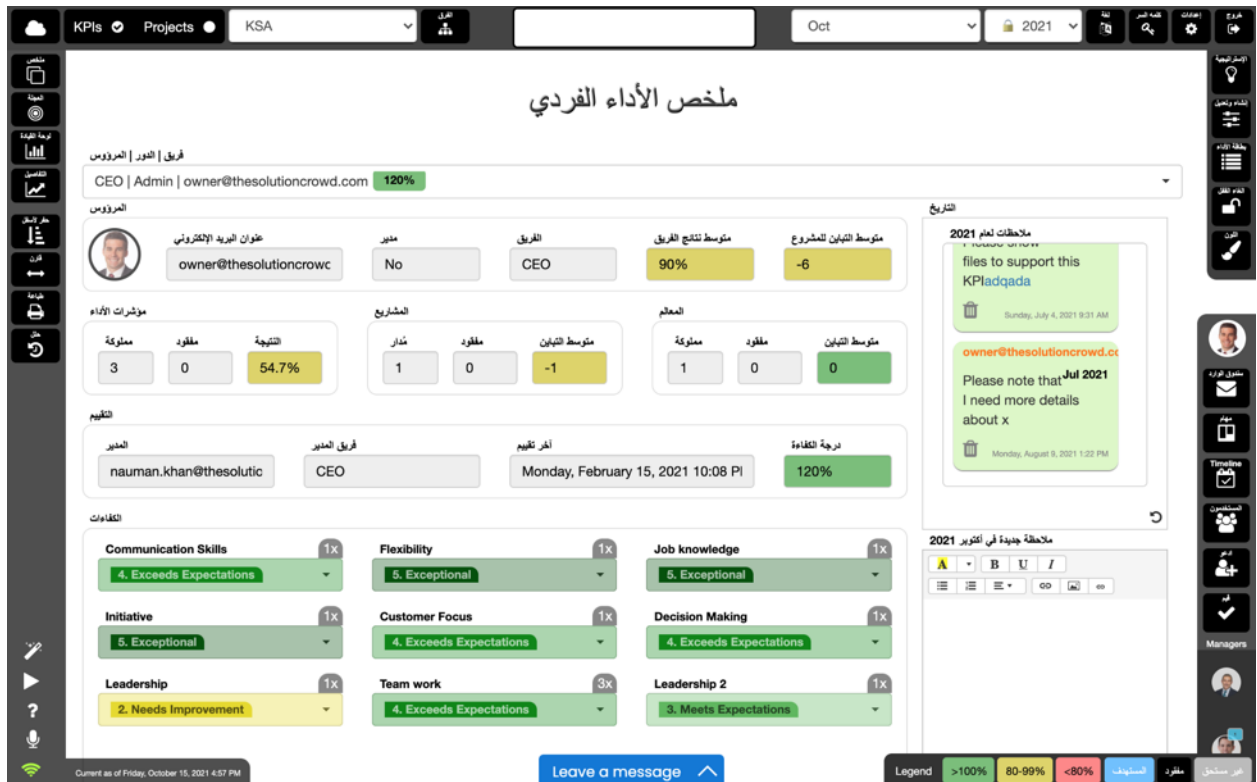
Multi-language

Kippy is available in over 100+ languages, including English and Arabic. The language can be defaulted to the whole organisation. Plus, each user can flip between languages as needed.





All screens and help have already been translated to Arabic and verified by a native Arabic speaker.





تفاصيل المؤشرات

المؤشر | الهدف | المتطور
Customers | بناء ثقافة مدفوعة الأداء | عدد العملاء الذين تزيد مبيعاتهم عن مليون

المتطور: Customers

الهدف: بناء ثقافة مدفوعة الأداء

اسم المؤشر: عدد العملاء الذين تزيد مبيعاتهم عن مليون

الملك: nesrain@thesolutioncrowd.com

الاجزاء: الوزن: 3x

الاجزاء: الاتجاه: Increase is better

الاجزاء: التكرار: Semi-annual

الاجزاء: ترانكس: No

الاجزاء: الوحدة: \$

الاجزاء: مصدر البيانات: Oracle ERP

الرسم البياني لمستويات مؤشر أداء والقيم الفعلية

الشهر	H1	H2
المستهدفات	50	75
الفعلية	49	76
%	98	101

سجل الملاحظات

owner@thesolutioncrowd.com
Oct 2021
لماذا المبيعات تراكمية؟
Friday, October 15, 2021 4:58 PM

ملاحظات

القيم الفعلية KPI جدول أهداف

الشهر	H1	H2
المستهدفات	50	75
الفعلية	49	76
%	98	101

\$: 3x : Increase is better : Not cumulative : nesrain@thesolutioncrowd.com

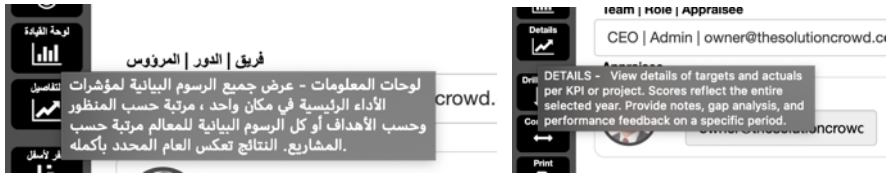
Legend: >100% 80-99% <80% المستهدفات

Current as of Friday, October 15, 2021 4:57 PM

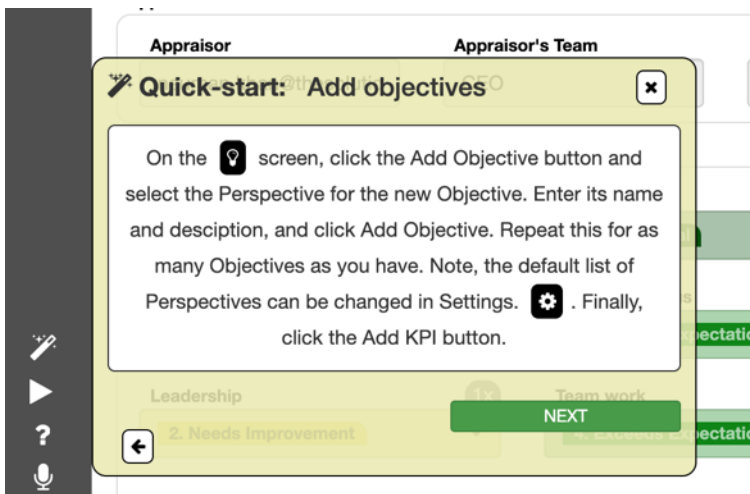
Leave a message

Help

All labels come with helpful help text on mouse hover.



In-context help and bi-directional chat window for support.





Leave a message

There are no agents available right now to take your call. Please leave a message and we will reply by email.

Name

Email

or sign in with:

Message

Send

Powered by mylivechat

Chat now

Nauman
👍 👎 📧 🗑️

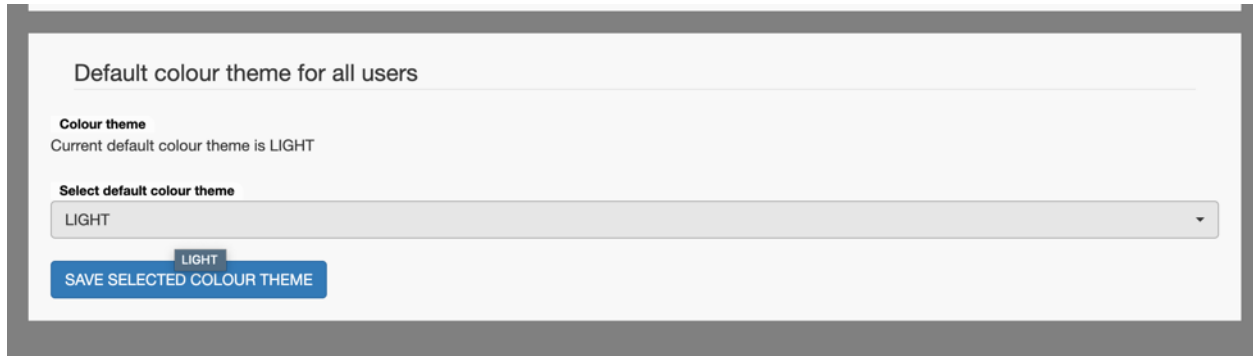
Nauman

Hi, Please let me know if you have any questions or need any help getting set up. Thanks, Nauman

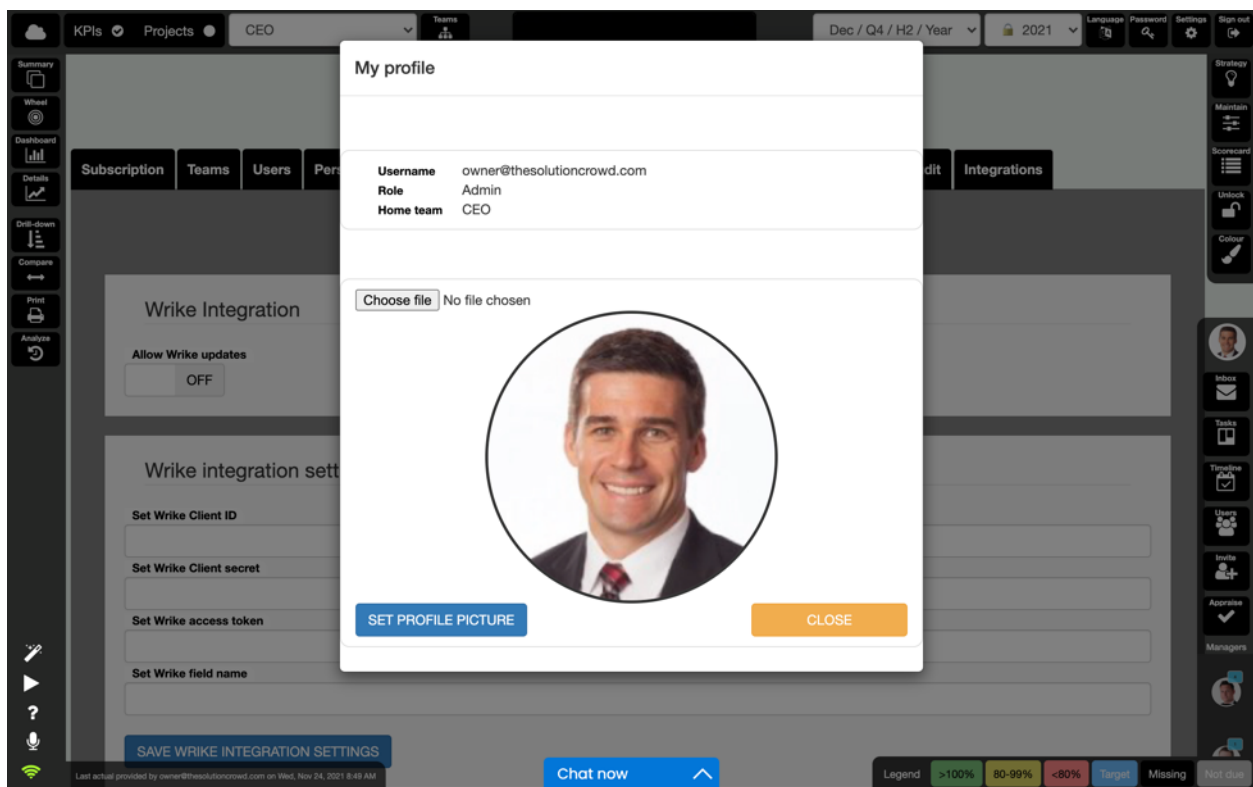
Type your message here...

Personalisations

The system comes with multiple configurable colour themes. Users can personalize colours.



Set user profiles or let users self manage.





Mobile responsive

All screens are mobile-responsive, scale up and down with browser zoom and are optimized for smartphones, tablets, laptops, desktops and extra large screens for presentations and dashboards. Available on iPhone and Android. All browsers supported.

Navigation

Voice control

Change screens using your microphone.

Kippy - Voice Commands - Cheat Sheet

Click the microphone icon and clearly say one of the commands below.

<div style="background-color: #003366; color: white; text-align: center; padding: 2px; font-weight: bold; font-size: 0.8em;">Helpful phrases</div> <ul style="list-style-type: none"> What can i say What can i ask Open quick start How to Help 	<div style="background-color: #CC0000; color: white; text-align: center; padding: 2px; font-weight: bold; font-size: 0.8em;">View screen</div> <ul style="list-style-type: none"> Dashboard Executive summary Wheel Scorecard Compare Analyse Print Show teams View users 	<div style="background-color: #FF00FF; color: white; text-align: center; padding: 2px; font-weight: bold; font-size: 0.8em;">Personalize</div> <ul style="list-style-type: none"> Logo Profile picture Password Background colour
<div style="background-color: #006633; color: white; text-align: center; padding: 2px; font-weight: bold; font-size: 0.8em;">KPIs and Projects</div> <ul style="list-style-type: none"> Show <kpi name> Show <project name> Next Previous Create new KPI Create new project Maintain Projects mode Kpi mode 	<div style="background-color: #FF9900; color: white; text-align: center; padding: 2px; font-weight: bold; font-size: 0.8em;">Change view</div> <ul style="list-style-type: none"> Change the reporting period to <month> Show next year Show previous year Go to <team name> team 	<div style="background-color: #0099CC; color: white; text-align: center; padding: 2px; font-weight: bold; font-size: 0.8em;">Admin commands</div> <ul style="list-style-type: none"> Show the audit Unlock plans and actuals Or, say 'Settings for' followed by : <ul style="list-style-type: none"> Teams Users Perspectives Objectives KPIs Projects Milestones
<div style="background-color: #FFFF00; color: black; text-align: center; padding: 2px; font-weight: bold; font-size: 0.8em;">Invite colleagues</div> <ul style="list-style-type: none"> invite user 	<div style="background-color: #CCCCCC; padding: 5px;">Voice commands only work on Google Chrome – which will ask 'to use the microphone'.</div>	<div style="background-color: #CCCCCC; padding: 5px;">After a prolonged period of silence, the mic will automatically turn off.</div>

Keyboard shortcuts



Shortcut to screens by pressing Shift and Function keys:

- F1 Strategy
- F2 Teams
- F3 Summary
- F4 Wheel
- F5 Dashboard
- F6 Scorecard
- F7 Details
- F8 Maintain
- F9 Drill down
- F10 Inbox
- F11 Tasks
- F12 Timeline

Tactile dashboards

Re-size dashboards and graphs by double-clicking, dragging, mouse wheel for zoom, etc.



Customisations

The system is integrated with OAuth2.0 identity mechanisms (including Google Login and Slack Login) and can be easily integrated with Microsoft Active Directory.

The system is integrated with SendGrid for emails and can be easily integrated to include notifications via SMS and other email servers including Exchange.

The system is horizontally scalable (without limit) on Cloud infrastructure with automatic upscaling and downscaling of resources based on user demand.

As well as building adapters and interacting with web APIs, it is also an option to buy a licensed copy of the source code and extend the product with your own internal technology teams, without or without help from the kippy build team.

Various documented use cases are available for interacting with external and internal Enterprise systems such as Sharepoint, Microsoft Team Foundation Server, Trello, Google Sheets, Google Translate, Slack and Zapier - which can be used to easily connect to Oracle ERP and other business intelligence tools.

Online assisted and non-assisted courses are already available on kippy methodology and tooling for users and admins, in English and Arabic. On-premise training is available.

Detailed use cases available on www.kippy.cloud for using web APIs for data exports.

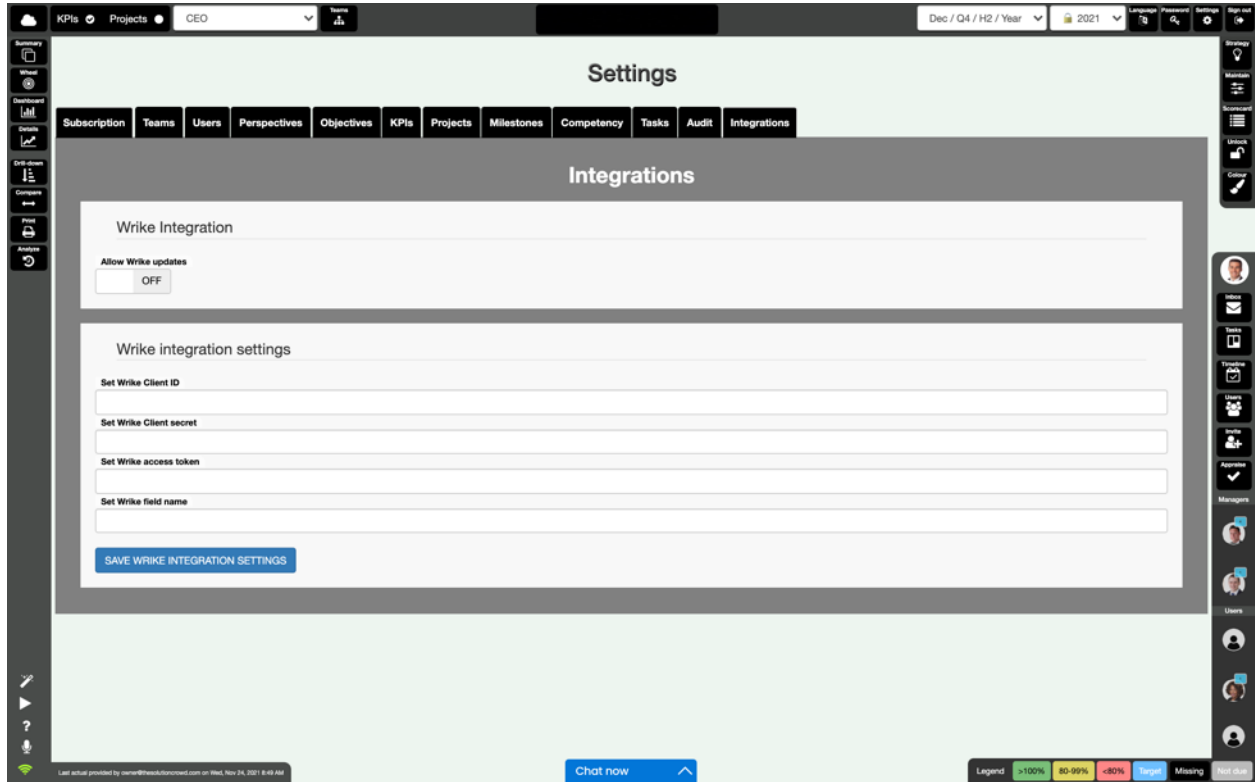
<https://www.kippy.cloud/web-api-integration-with-sharepoint>

<https://www.kippy.cloud/automate-your-business-processes>

<https://www.kippy.cloud/system-to-system-updates>

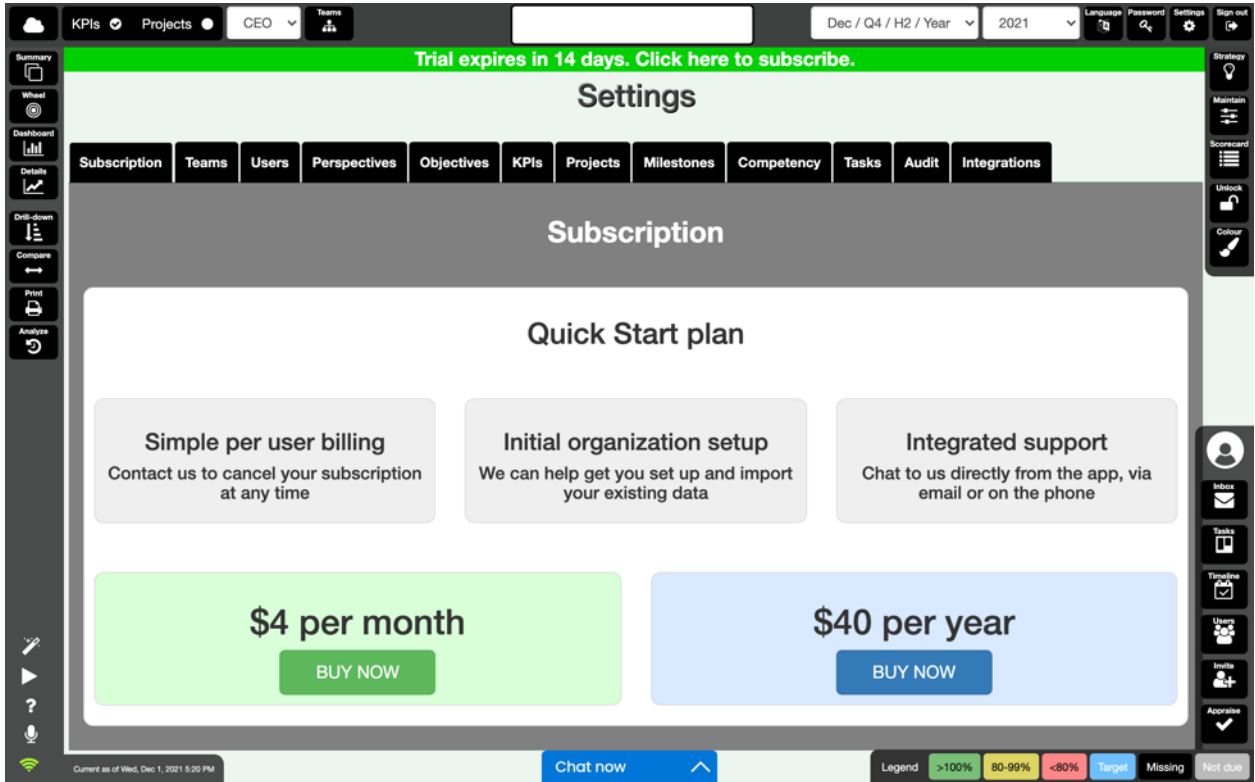
Built-in integrations

Several configurable integrations are already built-in, and can be enabled for our Enterprise customers. Please get in touch to learn more.



Billing

Subscribe in-app with simple per user billing (monthly or annually).



Invoice based billing available for bulk and enterprise usage.



Security

- We will not share your data with anyone EVER!
- Kippy Cloud is hosted on Google Cloud Engine in the zone europe-west2, with access extremely restricted - no data is stored on any other physical servers. Please visit <https://cloud.google.com/compute/> for more information
- All data is encrypted in transit and at rest.
- KPI performs regular security and vulnerability audits, checks and monitoring.
- Identity and integration is always done, at a minimum, using OAuth2.0 authentication and https.
- All data is encrypted with the encryption keys stored securely. In the case of a breach, we will notify the affected parties. Customers SOC integration can also be configured upon request.
- Similar principles would be applied for customized hosting.
- KPI Cloud is built with multi-tenancy from the ground up, so your data is segregated at all tiers, ensuring only you can see your data.
- Access to data is further restricted by role-based access controls within your organisation and teams - ensuring users can not unintentionally see each other's data.
- If you stop your subscription, kippy will change your access to read-only for a period of 90 days, during which you will not be able to change your data, but can re-join at any time. After this period, all your data will be hard deleted from kippy.
- You may request a full dump of your data and audit history at any time. Data will be provided via RESTFUL JSON endpoints or via an encrypted zip of JSON files, made available for secure download.
- KPI Cloud is built with multi-tenancy from the ground up, so your data is segregated at all tiers, ensuring only you can see your data.
- Access to data is further restricted by role-based access controls within your organisation and teams - ensuring users can not unintentionally see each other's data.
- End-of-contract data extraction - All the users data is available to the user via the web APIs at any time. All kippy data is regularly backed up. However, users are also encouraged to take extracts of their data for backups or local integrations as often as they choose.
- Kippy is fully functional on all modern browsers. Google Chrome is the recommended browser. No application to install. Designed for use on mobile devices.
- The service interface is part of the application but only available to users with the appropriate role. The interface allows the user to self-serve any maintenance activities - including adding, renaming, deleting, moving all data objects. All activities are fully audited and follow governance rules to ensure system integrity. The service interface is only available to the appropriate system user, who can a) view the audit log to be viewed b) bulk import existing KPI data c) delete users from the system.



- Kippy is designed to ensure there is practically no usage based impact across users because:
 - - most complex processing is done in the client's browser and not on the kippy servers.
 - - hosting provides rate limiting and DDOS protection
 - - sophisticated caching refreshes in low-priority background jobs
 - - sophisticated auto scaling-up of underlying hosting resource to over 1000 times typical load (which auto scales-down to reduce cost)
- Staff security clearance - Conforms to UK standard BS7858:2012 and Developed Vetting (DV) and OWASP
- Default Data storage and processing locations. United Kingdom. Other hosting options available.
- Data Centre security standards - CSA CCM version 3.0
- Penetration testing frequency - At least once a year. Additional Pen Testing available upon requests.
- Protecting data at rest - Physical access control, complying with CSA CCM v3.0. Physical access control, complying with SSAE-16 / ISAE 3402. Scale, obfuscating techniques, or data storage sharding.
- Data export approach - Users can call kippy's secure web APIs (with the appropriate authentication credentials) to extract all their current and historical data in JSON format. Other data import formats - MS Excel template to collect and bulk upload existing info. Updates can be submitted using RESTFUL/JSON web API calls. No other system ingress or egress channels to data exposed.
- Data protection between buyer and supplier networks and Data protection within supplier network - TLS (version 1.2 or above)
- Approach to resilience - Multi-availability zone replication. Auto-scaling. Automated testing. Canary releases. Production Monitoring
- All configuration is managed with Infrastructure as code (IaaS) principles. All code is managed in a private GitHub repository. All changes are reviewed with a formal Architecture design process with formal design documents. All builds and releases are tracked in the CI/CD pipelines. All releases are security and vulnerability scanned.
- Change management processes ensure all releases are a) released outside of business hours b) tested in a Stage production-like environment and c) canary-released before full roll out. API iteration is tracked through semantic versioning.
- Vulnerability management approach Each release is scanned using Google Cloud Web Security Scanner. Security fixes are given highest priority by the in-house development team. Patches can be deployed via the CI/CD pipelines within a minute.



Extensions

The final key point is that if the needed feature or mechanism is not clearly articulated in the proposed solution, Kippy should not be viewed as a closed and unchangeable platform.

The upfront investment of making kippy a modern cloud-based solution, with the latest modern development practices, means it is incredibly flexible and extensible - allowing quick and easy customisation to your exact needs.

Whether that be specific workflows, complex business rules, new features or deep integrations. The intention is to use the project discovery phase to identify those exact needs and configure and customize to the exact detailed end user requirements.

Contact us at info@kippy.cloud to learn more