

# Performance Management of Health Professionals

Analysis and design of an HR tool to be built for health professionals that would generate proposals for improvement



Analysis and  
Design



\$30K



1 month

## Challenge

After careful consideration of how to improve the local health system, our client identified a need for a tool that would enable implementation of performance management as a generator of ideas for improvement so that later it could be implemented in the learning path.

Having in mind the extremely stressful environment of health professionals, especially in the provisioning of healthcare, a solution that would monitor their performance needs to be carefully setup so it does not interfere with their daily work but allows the mapping of workflows that would point to potential improvement recommendations.

## Solution

Three parties were involved in coming up with the action plan: the client, our partner consultants and us as an IT partner.

After careful review and evaluation of the scope of the project together with the consultants, we realized a need to build a web and mobile application with two parts: performance management and a learning module.

The solution would include the following elements: the authentication, role-based authorization, registration and other elements of the application security. Application architecture will be designed using next-generation lightweight frameworks based on Java which will make it light for deployment.

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## Benefits

Our client recognized the benefit of consulting with Industry and Health Tech experts before defining the scope of the project.

By investing more time in this phase, our client was able to get the proof of concept for their idea, and valuable insight from all parties.

Implementing user-centric design and spending additional time in the analysis process will increase the adoption rate of the tool.

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