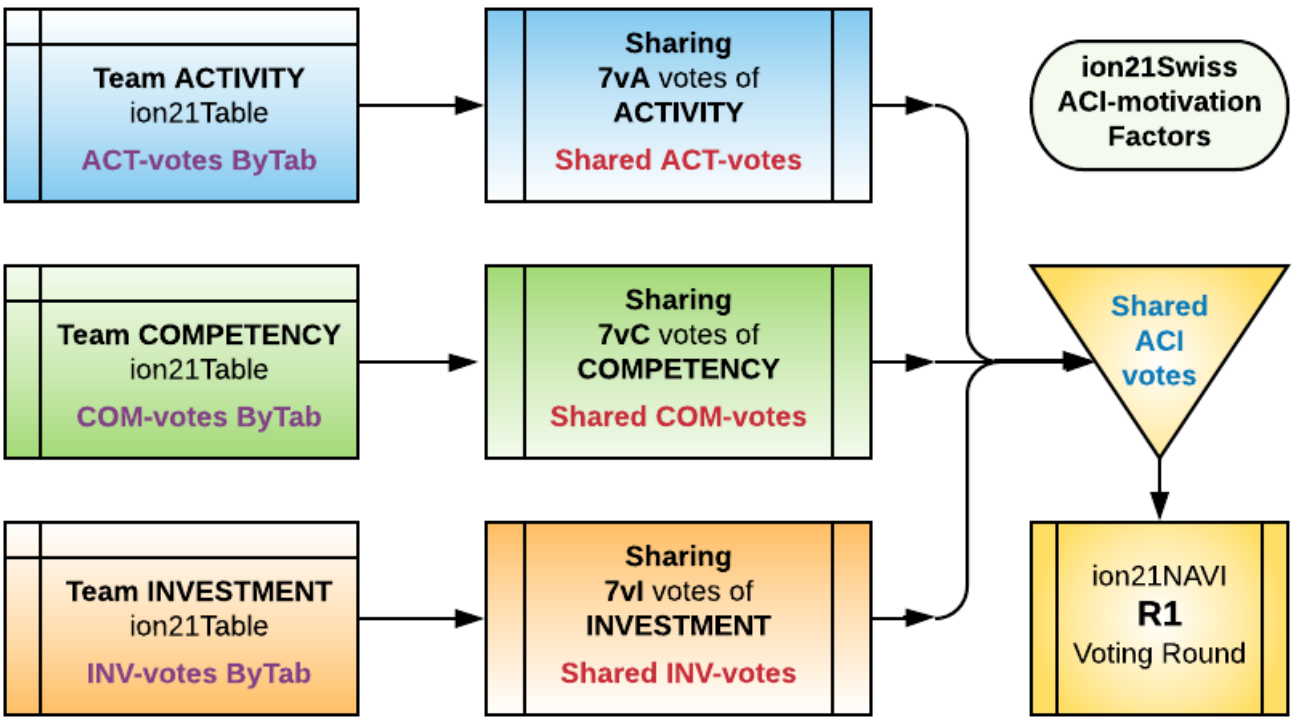
ion21Swiss – ion21swiss.com

Global team optimization portal
for forecasted decision making

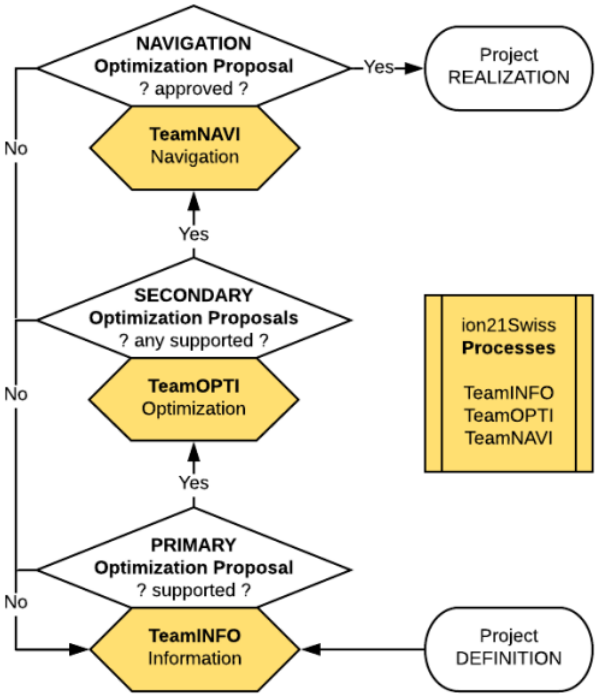


Operating manual for fair decision-making through a weighted-voting system for strengthening interpersonal trust and team spirit

Content:

Purpose and motivation:

- Revealing the full team potential
- Sustainable development of society
- Respect to the local and global priorities



	A	B	C	D	E
1		**Team NAVIGATION process**			
2					
3		*From - To:*	04.10.2016	07.10.2016	
4		**1st VOTING ROUND**		1stROUND	
5		Shared votes in points (+/-1, +/-2, +/-3)			
6		*Timespan*		*value*	*unit*
7		- Acute	R1A	3	hours
8		**- Normal**	**R1N**	**3**	**days**
9		- Precise	R1P	1	weeks
10		***Second Correction of two ACP-proposals***			
11					
12		*From - To:*	07.10.2016	10.10.2016	
13		**2nd VOTING ROUND**		2ndROUND	
14		Two votes in points (+/-4, +/-5, +/-6)			
15		*Timespan*		*value*	*unit*
16		- Acute	R2A	1	hours
17		**- Normal**	**R2N**	**3**	**days**
18		- Precise	R2P	1	weeks
19		***Third Correction of one ACP-proposal***			
20					
21		*From - To:*	10.10.2016	13.10.2016	
22		**3rd VOTING ROUND**		3rdROUND	
23		One vote in points (+/-7)			
24		*Timespan*		*value*	*unit*
25		- Acute	R3A	1	hours
26		**- Normal**	**R3N**	**3**	**days**
27		- Precise	R3P	2	weeks
28		***Accepting or refusing of ACP-proposal***			

ion21Swiss fair-play team cooperation

The perfect solution to boardroom decision making,
group-level decision making, and cooperation-conflict resolutions.

ion21Swiss is an **advanced Swiss cooperation** model for forecasted team decision-making,
using 21 shared votes, weighted by *motivation factors* of activity, competence and investment,
boosting fair-play cooperation with *navigation dimensions* of better perspective, feelings and results.

ion21Swiss is a transparent **ION**-cooperation based on three **fair-play processes**:

- ion21**Info** - team **I**nformation - 1st fair play right
- ion21**Opti** - team **O**ptimization - 2nd fair play right
- ion21**Navi** - team **N**avigation - 3rd fair play right

ion21Swiss uses forecasted **optimization ACP-proposals** qualified by:

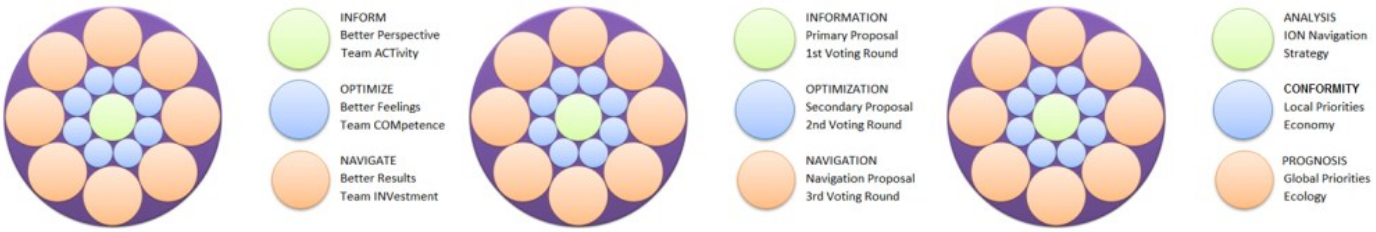
- **Ana**lysis of the strategic, economic and ecological context
- **Con**formity with given navigational, local and global priorities
- **Pro**gnosis of general impacts and forecasted values of key parameters

Benefits:

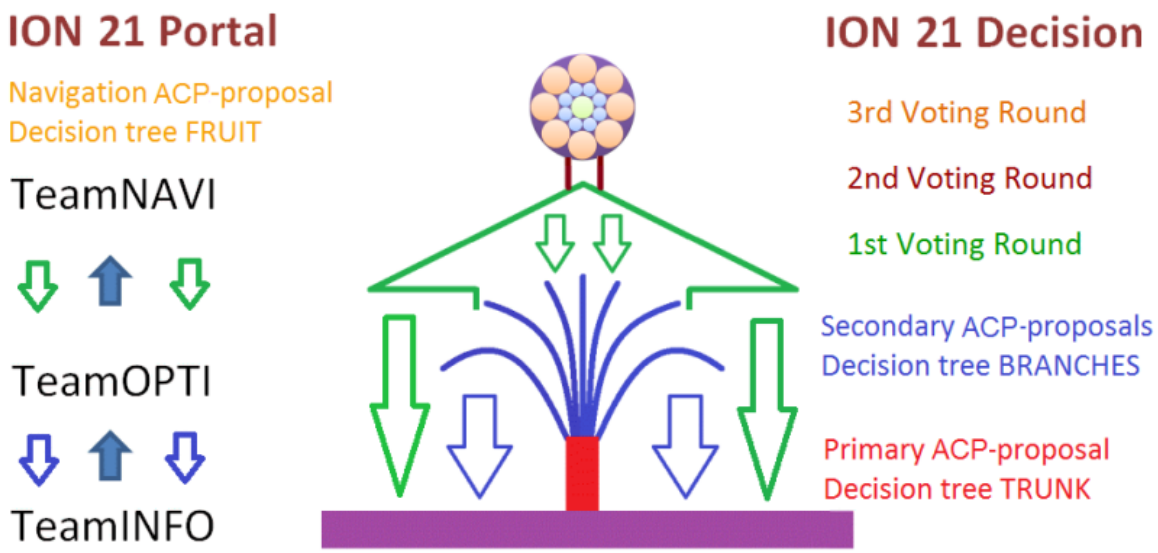
- provides a platform of team decision making that is ethical through a weighted-voting system that enables fair play rules
- improves workplace atmosphere through reducing interpersonal conflicts and releasing social tensions, better feelings about team decisions
- strengthens interpersonal trust and team spirit amongst team members

<u>More about the **ion21Swiss** system:</u>

- **parametric system** that allows you to optimize the setting of functional parameters for a specific location, time and project
- **iterative system** where the solution of the problem is sought in sequential iterative steps with the participation of all team members
- **feedback system** with basic processes Information, Optimization and Navigation implemented by the ion21Portal
- **expert system** where voters can follow expert discussions, share their competency votes to preferred experts - team members
- **universal system** that includes different decision-making models, according to the appropriate parameters setting and votes sharing



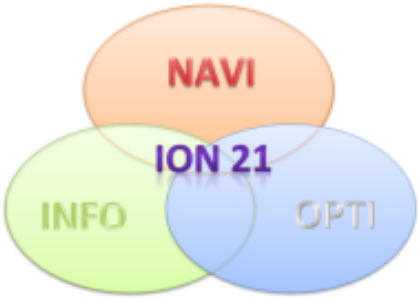
ion21Swiss decision-making Portal



ION – team processes:

- Team INFO = **I**nformation
- Team OPTI = **O**ptimization
- Team NAVI = **N**avigation

connected by the feedback discussions and voting rounds



Optimization proposals qualified by **ACP** – supplements:

- **Primary** proposal = PP
- **Secondary** proposals = SPs
- **Navigation** proposal = NP
- **Analysis**
- **Conformity**
- **Prognosis**

submitted by team members to optimize the cooperation parameters and team strategy

Navigation process in **R1 + R2 + R3** voting Rounds:

- **R1** voting = **1**st **R**ound
- **R2** voting = **2**nd **R**ound
- **R3** voting = **3**rd **R**ound
- (**-3**) NO (**-2**) NO (**-1**) NO (**0**) none (**+1**) YES (**+2**) YES (**+3**) YES
- (**-6**) NO (**-5**) NO (**-4**) NO (**0**) none (**+4**) YES (**+5**) YES (**+6**) YES
- (**-7**) NO (**+7**) YES

R1 and R2 voting on supported SPs with **7 degrees of freedom**, R3 voting Yes/No on the approval of the NP

SP2				R1	-30		10		40	R1				SP2
Info	R2	-5					9					14	R2	
R3		NO			NO		19		YES			YES		R3
0	0	1	0	10	0	0	Σ	0	20	0	2	0	1	2
-7	-6	-5	-4	-3	-2	-1	0	1	2	3	4	5	6	7
				10									1	1
		1							20		2			1

ion21Swiss motivation ACI-tables

ACI – motivation factors:

- Team ACT = **A**ctivity
- Team COM = **C**ompetence
- Team INV = **I**nvestment
- Team ACTIVITY table
- Team COMPETENCY table
- Team INVESTMENT table
- **7vA** votes of Activity
- **7vC** votes of Competency
- **7vI** votes of Investment

7vA + 7vC + 7vI = 21 votes are shared among team members with respect to data registered in ACI-tables

1 SeN: **Team ACTIVITY table** Sum: 465.00

Member		Item	What - With - Where - When				How long			1 - normal		1 - agree			vision			Result ACT	
ID	Code	N	What was done	With whom	Where	When	From	To	Hours	Rate	EHours	SV1	SV2	SV3	SV4	SV5	SV6	Avg	RHours
1	YaJo	1	Creation of a concept	MiDo		2016 ...			10.00	1	10.00	1	1	1	1	1	1	1	10.00
1	YaJo	2	Established cooperation			2017 ...			2.00	1	2.00	1	1	1	1	1	1	1	2.00

3 SeN: **Team COMPETENCY table** Sum: 272

Member		Item	Competence Item	Duration	Time	0 - Fields:					4 - Practice			COM CYears	
ID	Code	N	Specification	From - To	Years	F-1	F-2	F-3	F-4	F-5	Type	GenC	FieC	IsField	CYears
3	MiDo	1	Primary school in Tosanovice and Hnojnik (cz)	1970-78	8						1	1	1	0	8
3	MiDo	2	High school in Cesky Tesin (cz)	1978-82	4						2	4	6	0	16

1 SeN: **Team INVESTMENT table** Euro Sum: 1310.36 Refund Sum: 0.00 Force Sum: 1310.36

Member		Item	Date - Purpose - Account - Entry - Note				CHF	INVestment		Refunded Investment			INVforce
ID	Code	N	Date	Purpose	Account nu	Entry num	Note	Currency	Amount	Euro Value	Date	Euro Value	Percentage	EuroINV
1	YaJo	1	01.06.2017	Google Adwords			2000 Rs was offered by g	INR	2000	27.52				27.52
1	YaJo	2	03.06.2017	Gemmi Lodge pre	CH80 0878 4016 2266		20% 5n 2p (CHF 35x5x2x0	CHF	70	64.57				64.57

ion21Swiss sharing ACI-votes

ACI – shared votes:

- Team ACT = **A**ctivity
- Team COM = **C**ompetence
- Team INV = **I**nvestment
- **7vA** votes of Activity = **3**vA**free** + **3**vA**tied** + **1**vA**fixed**
- **7vC** votes of Competency = **3**vC**free** + **3**vC**tied** + **1**vC**fixed**
- **7vI** votes of Investment = **3**vI**free** + **3**vI**tied** + **1**vI**fixed**

3free + 3tied + 1fixed = 7 votes for each motivation factor of Activity, Competence and Investment

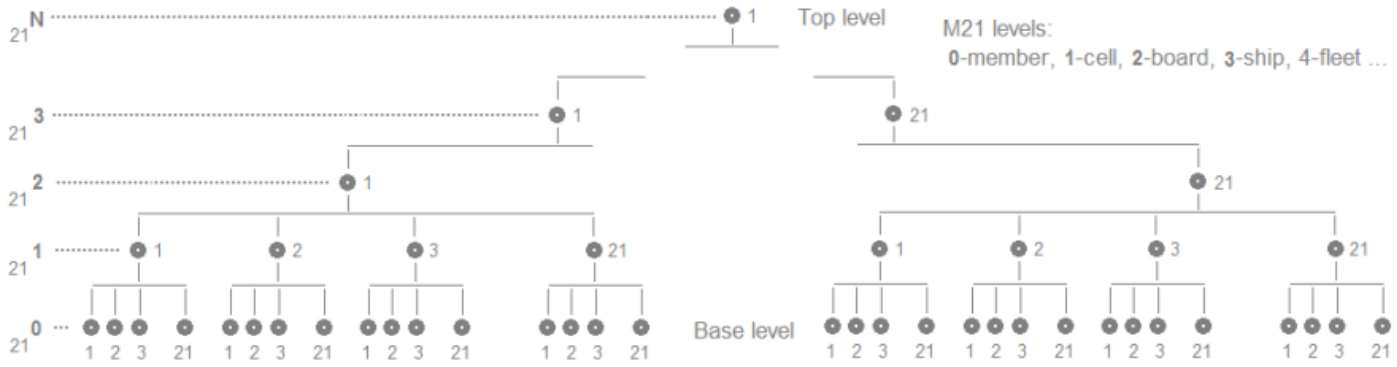
Member		ACTivity votes sharing							ACT Votes		
ID	Code	vA1	vA2	vA3	vA4	vA5	vA6	vA7	Shared	ByTab	GAP
1	YaJo	2	2	3	3	3	3	1	8	10	-2
2	GeLo	1	1	3	1	3	3	2	5	0	5
3	MiDo	2	2	1	1	1	1	3	8	10	-2

Member		COMpetency votes sharing							COM Votes		
ID	Code	vC1	vC2	vC3	vC4	vC5	vC6	vC7	Shared	ByTab	GAP
1	YaJo	2	2	3	2	3	3	1	4	4	0
2	GeLo	1	3	3	3	3	3	2	8	4	4
3	MiDo	2	2	1	2	1	2	3	9	13	-4

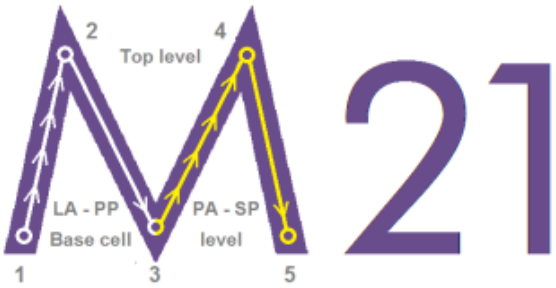
Member		INVestment votes sharing							INV Votes		
ID	Code	vI1	vI2	vI3	vI4	vI5	vI6	vI7	Shared	ByTab	GAP
1	YaJo	2	3	2	3	2	3	1	8	6	2
2	GeLo	1	3	3	1	1	1	2	7	9	-2
3	MiDo	2	2	2	1	1	1	3	6	3	3

ion21Swiss M21 Grouping

M21 Vertical Architecture:



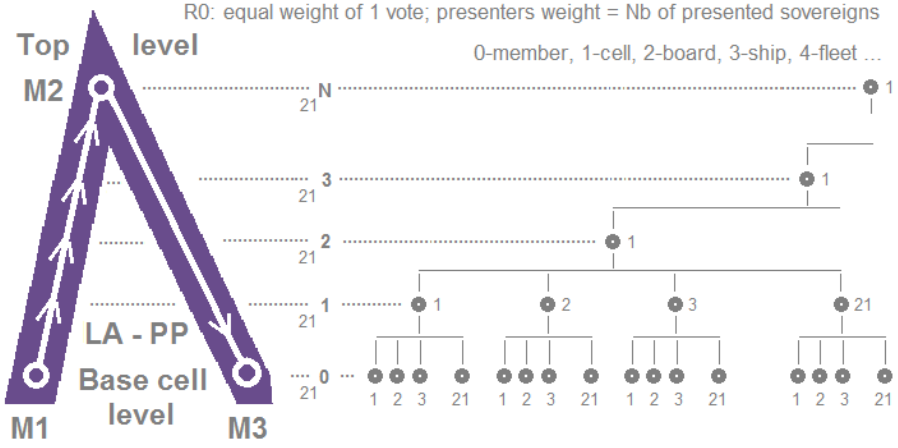
M21 Pyramid Run:



- **1-2-3 run** PRIMARY Proposal (PP)
- **3-4-5 run** SECONDARY Proposals (SPs)

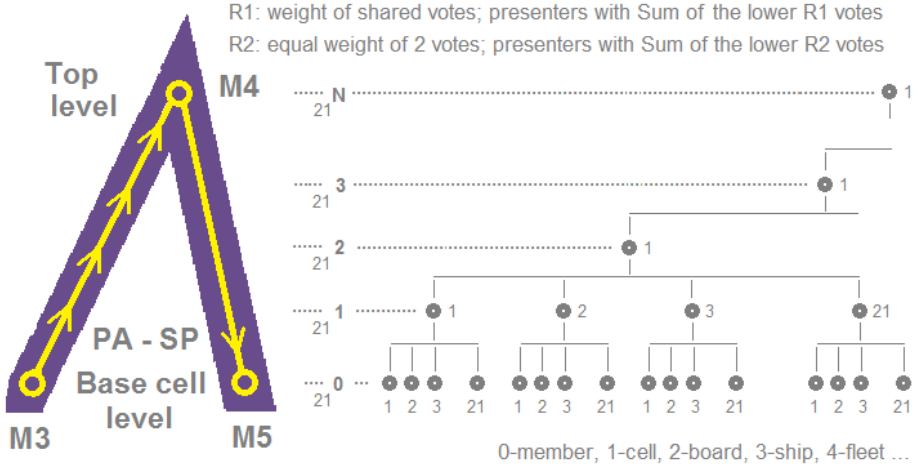
Left A - Primary Proposal **ion21 Pyramid**

M1 →→→→ M2 → M3 M21 architecture



Right A - Secondary Proposals **ion21 Pyramid**

M3 →→→→ M4 → M5 M21 architecture



ion21Swiss Parameters setting

Proposal's Support LEVELS

- Primary proposal - PPL
- Secondary proposal - SPL
- Navigation proposal - NPL

Decision-making MODES

- Acute
- Normal
- Precise

Primary Proposal Support

- Primary Proposal Acute - PPA
- Primary Proposal Normal - PPN
- Primary Proposal Precise - PPP

Secondary Proposal Support

- Secondary Proposal Acute - SPA
- Secondary Proposal Normal - SPN
- Secondary Proposal Precise - SPP

Sharing Competencies

- Sharing Competencies Acute - SCA
- Sharing Competenc. Normal - SCN
- Sharing Competenc. Precise - SCP

Voting Round 1st

- Voting Round 1st Acute - R1A
- Voting Round 1st Normal - R1N
- Voting Round 1st Precise - R1P

Voting Round 2nd

- Voting Round 2nd Acute - R2A
- Voting Round 2nd Normal - R2N
- Voting Round 2nd Precise - R2P

Voting Round 3rd

- Voting Round 3rd Acute - R3A
- Voting Round 3rd Normal - R3N
- Voting Round 3rd Precise - R3P

Coefficients of COMPETENCY

- High-school general - HGC
- High-school in a field - HFC
- University general - UGC
- University in a field - UFC
- Practice general - PGC
- Practice in a field - PFC

Activity SUPERVISORS

- Number of members - SVM
- Duration of the term - SVT

Refunded INVESTMENT force

- Refunded Investment Force - RIF

Project MOTIVATION Parameters

- DISPOSAL rights
- TERM lengths
- WAGES policy

For the detailed description of the ion21Swiss Parameters see Appendix-A.

ion21Swiss ACP-proposals

ANALYSIS

PP: Strategic aspects, Strategic context, Strategic impacts

SP: Economical aspects, Economic context, Economical impacts

NP: Ecological aspects, Ecological context, Environmental impacts

Primary proposal

Ana: Strategic analysis

Con: Navigation dimensions

Pro: General forecast

CONFORMITY

PP: Navigation dimensions: Better Perspective, Better Feelings, Better Results

SP: Local priorities, Current status, Future impacts

NP: Global priorities, Current status, Future impacts

Secondary proposal

Ana: Economical analysis

Con: Local priorities

Pro: Specific forecast

PROGNOSIS

PP: General local forecast, General global impacts, General key parameters

SP: Specific local forecast, Specific global impacts, Specific key parameters

NP: Key parameters, Forecasted values, Tolerance intervals

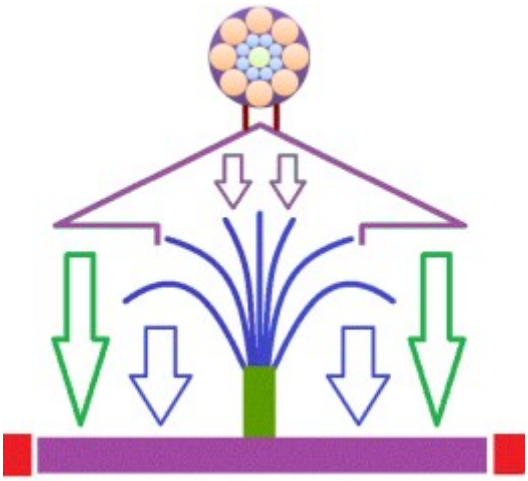
Navigation proposal

Ana: Ecological analysis

Con: Global priorities

Pro: Parametric forecast

INFO – Team Information Process



The 1st Fair Play Right: Project info sharing

Sharing relevant data connected with a project among all team members. The knowledge base is needed for drafting of optimization proposals providing the best quality results.

Info structure: Title, Author, Abstract, Report, Links, Debate

Thematic Debate: Forum on the ion21Swiss Portal

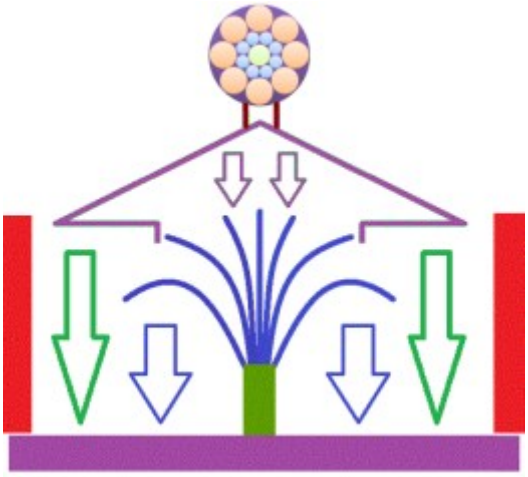
Thematic discussion around project issues for sharing ideas.

Activity + Investment votes sharing

7 Activity Votes - based on records in the Activity Table

7 Investment Votes - respecting data in the Investment Table

OPTI – Team Optimization Process



The 2nd Fair Play Right: Optimization proposals

Each member of the ion21Swiss team may submit a proposal to optimize the team's strategy or parameters of cooperation.

ACP-proposal: Analyse + Conformity + Prognosis

Submitted proposals are qualified by the ACP-supplements.

Primary proposal - Strategic Ana, Navigation Con, General Pro

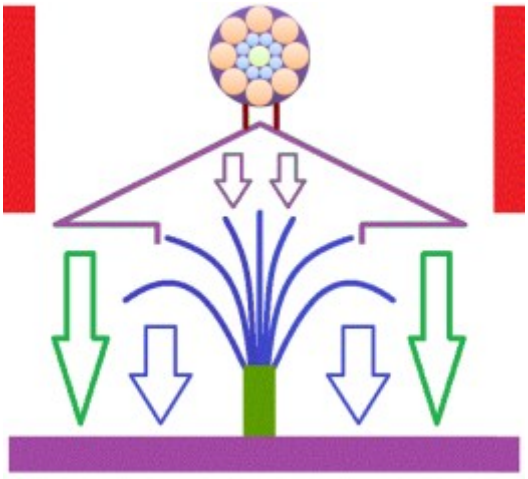
Secondary proposal - Economical Ana, Local Con, Specific Pro

Objective and Expert discussion: on the ion21Portal

Competency votes sharing

7 Competency Votes - based on data in the Competency Table

NAVI – Team Navigation Process



The 3rd Fair Play Right: Team decision-making

All team members take part in the decision-making on strategic guidelines and cooperation parameters.

Voting Rounds: First **R1** + Second **R2** + Third **R3**

Secondary proposals are selected and merged in 3 rounds.

Navigation prop - Ecological Ana, Global Con, Parametric Pro

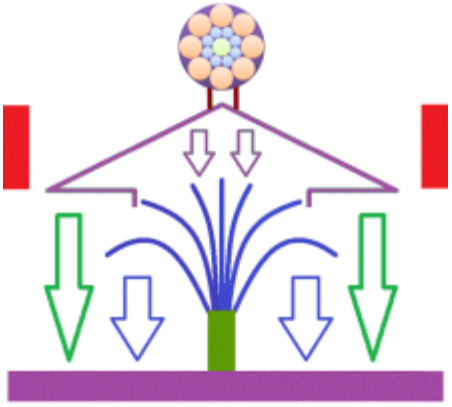
Proposal's Corrections: 1st **C1** + 2nd **C2** + 3rd **C3**

First **C1** of supported Secondary proposals before R1 round

Second **C2** of two preferred variants before R2 voting round

Third **C3** of the Navigation proposal before R3 voting round

R1 – the 1st Voting Round

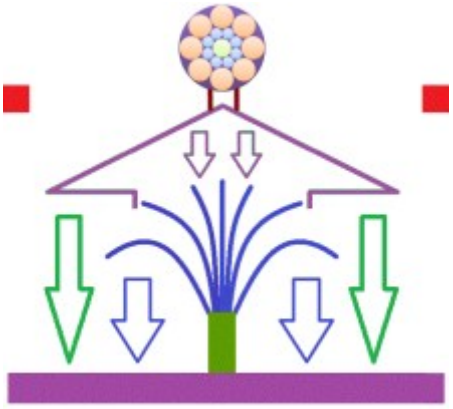


SHARED VOTES of Activity + Competence + Investment
can be placed graded with **7 degrees of freedom** on points:

- (-3) SURELY NO - with HIGH certainty weight
- (-2) RATHER NO - with MIDDLE certainty weight
- (-1) MAYBE NO - with LOW certainty weight
- (0) NONE - with ZERO decision weight
- (+1) MAYBE YES - with LOW certainty weight
- (+2) RATHER YES - with MIDDLE certainty weight
- (+3) SURELY YES - with HIGH certainty weight

Using shared votes during the 1st voting round team members **select two preferred variants** from all supported **Secondary proposals**. One or more proposal's variants can be graded either supported or declined. To give feedback to others decisions should be justified by **reasons explaining pros or cos**.

R2 – the 2nd Voting Round

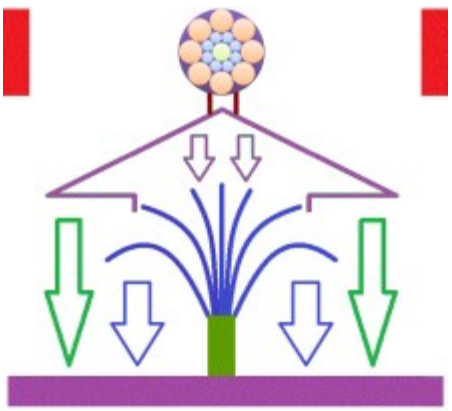


TWO VOTES – voting with equal weight
can be placed graded with **7 degrees of freedom** on points:

- (-6) SURELY NO - with HIGH certainty weight
- (-5) RATHER NO - with MIDDLE certainty weight
- (-4) MAYBE NO - with LOW certainty weight
- (0) NONE - with ZERO decision weight
- (+4) MAYBE YES - with LOW certainty weight
- (+5) RATHER YES - with MIDDLE certainty weight
- (+6) SURELY YES - with HIGH certainty weight

Using TWO VOTES during the 2nd Voting round team members **select the winning variant** from two preferred **Secondary proposals**. One or both proposal's variants can be either supported or declined. To give feedback to others decisions should be justified by **reasons explaining pros or cos**.

R3 – the 3rd Voting Round



ONE VOTE – voting with equal weight
can be placed graded with **3 degrees of freedom** on points:

- (-7) NO - Navigation proposal unwanted
- (0) NONE - with ZERO decision weight
- (+7) YES - Navigation proposal wanted

With an equal weight of ONE VOTE during the 3rd Voting round team members **accept or refuse the Navigation proposal**. Sum of votes used in the previous rounds are not taking into account. The Navigation proposal is **accepted** if it reaches the percentage level of compliance given by the ion21Swiss **parameter NPL**.

Team ACTIVITY table

1 SeN: **Team ACTIVITY table** Sum: 465.00

Member		Item	What - With - Where - When				How long			1 - normal		1 - agree			vision			Result ACT	
ID	Code	N	What was done	With whom	Where	When	From	To	Hours	Rate	EHours	SV1	SV2	SV3	SV4	SV5	SV6	Avg	RHours
1	YaJo	1	Creation of a concept	MiDo		2016 ...			10.00	1	10.00	1	1	1	1	1	1	1	10.00
1	YaJo	2	Established cooperation			2017 ...			2.00	1	2.00	1	1	1	1	1	1	1	2.00

Team ACTIVITY table
Main Data Protection
Member: Set:

ION 21

Member		ACTivity		ACT Votes		
ID	Code	RHours	ACT %	Shared	ByTab	GAP
1	YaJo	465.00	49.68	8	10	-2
2	GeLo	6.00	0.64	5	0	5
3	MiDo	465.00	49.68	8	10	-2
4				0	0	0

What - With - Where - When was done
How long did it take: From - To - Hours
Effort rate: 1-normal, 2-intensive, 3-exhaustive
Effort Hours = Hours x Effort rate coefficient
Supervision Agreement: 1-agree, 0.5-doubt, 0-disagree
Supervision Average from all supervisor's agreements
Result Hours = EHours x AvgSupervision
RHours Sum = total sum of all activity items

ACT% = % of RHours **Shared** = votes by sharing **ByTab** = votes by ACT% **GAP** = Shared - ByTab

Team COMPETENCY table

3 SeN: **Team COMPETENCY table** Sum: 272

Member		Item	Competence Item	Duration	Time	0 - Fields:					4 - Practice			COM CYears	
ID	Code	N	Specification	From - To	Years	F-1	F-2	F-3	F-4	F-5	Type	GenC	FieC	IsField	CYears
3	MiDo	1	Primary school in Tosanovice and Hnojnik (cz)	1970-78	8						1	1	1	0	8
3	MiDo	2	High school in Cesky Tesin (cz)	1978-82	4						2	4	6	0	16

Team COMPETENCY table
Main Data Protection
Member: Set:

ION 21

Member		COMpetence		COM Votes		
ID	Code	CYears	COM %	Shared	ByTab	GAP
1	YaJo	94	21.36	4	4	0
2	GeLo	74	16.82	8	4	4
3	MiDo	272	61.82	9	13	-4
4						

Competence Item Specification
Duration Time: From - To - Years
Competence Field of education or experience
Com Type: Primary school, High school, University, Practice
General Coefficient for a com out of the proposal's field
Field Coefficient for a competence in the proposal's field
IsField flag indicating if a given proposal Is com in Field
CYears = general or field Coefficient x Years of competence

COM% = % of CYears **ByTab** = votes by COM% **CYears Sum** = total sum of all competency items

Team INVESTMENT table

1 SeN: **Team INVESTMENT table** Euro Sum: 1310.36 Refund Sum: 0.00 Force Sum: 1310.36

Member		Item	Date - Purpose - Account - Entry - Note					CHF	INVestment		Refunded Investment			INVforce
ID	Code	N	Date	Purpose	Account nu	Entry num	Note	Currency	Amount	Euro Value	Date	Euro Value	Percentage	EuroINV
1	YaJo	1	01.06.2017	Google Adwords			2000 Rs was offered by g	INR	2000	27.52				27.52
1	YaJo	2	03.06.2017	Gemmi Lodge pre	CH80 0878 4016 2266		20% 5n 2p (CHF 35x5x2x0	CHF	70	64.57				64.57

Team INVESTMENT table
Main Data Protection
Member: Set:

ION 21

Member		INVestment		INV Votes		
ID	Code	EuroINV	INV %	Shared	ByTab	GAP
1	YaJo	1'310	24.70	8	6	3
2	GeLo	2'494	47.01	7	9	-3
3	MiDo	717	13.52	6	3	3
4	EmNi	92	1.74	0	0	0
5	HeJe	692	13.04	0	3	-3

Date - Purpose - Account - Entry - Note of a contribution
Currency for a given Amount
Amount in a given Currency
Euro Value = Amount in EUR
Refunded Investment: Date, Euro Value, % of an Amount
INVforce EuroINV = Refunded Investment Force parameter
EuroINV Force Sum = total sum of all investment items

INV% = % of EuroINV **TAB ByTab** = votes by INV%

Member		INVestment votes sharing								
ID	Code	vI1	vI2	vI3	vI4	vI5	vI6	vI7	TAB	GAP
1	YaJo	2	3	2	3	2	3	1	5	3

Sharing ACTIVITY votes

Member		ACTivity votes sharing							ACT Votes		
ID	Code	vA1	vA2	vA3	vA4	vA5	vA6	vA7	Shared	ByTab	GAP
1	YaJo	2	2	3	3	3	3	1	8	10	-2
2	GeLo	1	1	3	1	3	3	2	5	0	5
3	MiDo	2	2	1	1	1	1	3	8	10	-2
4											

Donor		Vote	Acceptor		Last Change	Why and for what
ID	Code	vXn	ID	Code	Date & Time	Reasons & Thanksgiving
1	YaJo	vA1	2	GeLo	25.08.2016 22:43:18	
1	YaJo	vA2	2	GeLo	26.08.2016 00:12:25	
1	YaJo	vA3	3	MiDo		
1	YaJo	vA4	3	MiDo		
1	YaJo	vA5	3	MiDo		
1	YaJo	vA6	3	MiDo		
1	YaJo	vA7	1	YaJo		

Team **Member** identified by **ID** and **Code** name
vA1 vA2 vA3 - 3 Free Votes shared free to others
vA4 vA5 vA6 - 3 Tied Votes shared reducing GAP
vA7 - 1 Fixed Vote kept by owner or free shared
ACT Shared - votes shared to a team member
TAB ByTab - votes according to the ACT table
GAP = (Shared - ByTab) votes difference
Donor FROM WHOM are votes shared
Acceptor TO WHOM are votes shared

Member		ACTivity votes sharing								
ID	Code	vA1	vA2	vA3	vA4	vA5	vA6	vA7	TAB	GAP
1	YaJo	2	2	3	3	3	3	1	10	-2

Sharing COMPETENCY votes

Member		COMpetency votes sharing							COM Votes		
ID	Code	vC1	vC2	vC3	vC4	vC5	vC6	vC7	Shared	ByTab	GAP
1	YaJo	2	2	3	2	3	3	1	4	4	0
2	GeLo	1	3	3	3	3	3	2	8	4	4
3	MiDo	2	2	1	2	1	2	3	9	13	-4
4											

Donor		Vote	Acceptor		Last Change	Why and for what
ID	Code	vXn	ID	Code	Date & Time	Reasons & Thanksgiving
1	YaJo	vC1	2	GeLo	25.08.2016 22:43:18	
1	YaJo	vC2	2	GeLo	26.08.2016 00:12:25	
1	YaJo	vC3	3	MiDo		
1	YaJo	vC4	2	GeLo		
1	YaJo	vC5	3	MiDo		
1	YaJo	vC6	3	MiDo		
1	YaJo	vC7	1	YaJo		

Team **Member** identified by **ID** and **Code** name
vC1 vC2 vC3 - 3 Free Votes shared free to others
vC4 vC5 vC6 - 3 Tied Votes shared reducing GAP
vC7 - 1 Fixed Vote kept by owner or free shared
COM Shared - votes shared to a team member
TAB ByTab - votes according to the COM table
GAP = (Shared - ByTab) votes difference
Donor FROM WHOM are votes shared
Acceptor TO WHOM are votes shared

Member		COMpetency votes sharing								
ID	Code	vC1	vC2	vC3	vC4	vC5	vC6	vC7	TAB	GAP
1	YaJo	2	2	3	2	3	3	1	4	0

Sharing INVESTMENT votes

Member		INVestment votes sharing							INV Votes		
ID	Code	vI1	vI2	vI3	vI4	vI5	vI6	vI7	Shared	ByTab	GAP
1	YaJo	2	3	2	3	2	3	1	8	6	2
2	GeLo	1	3	3	1	1	1	2	7	9	-2
3	MiDo	2	2	2	1	1	1	3	6	3	3
4											

Donor		Vote	Acceptor		Last Change	Why and for what
ID	Code	vXn	ID	Code	Date & Time	Reasons & Thanksgiving
1	YaJo	vI1	2	GeLo	25.08.2016 22:43:18	
1	YaJo	vI2	3	MiDo	26.08.2016 00:12:25	
1	YaJo	vI3	2	GeLo		
1	YaJo	vI4	3	MiDo		
1	YaJo	vI5	2	GeLo		
1	YaJo	vI6	3	MiDo		
1	YaJo	vI7	1	YaJo		

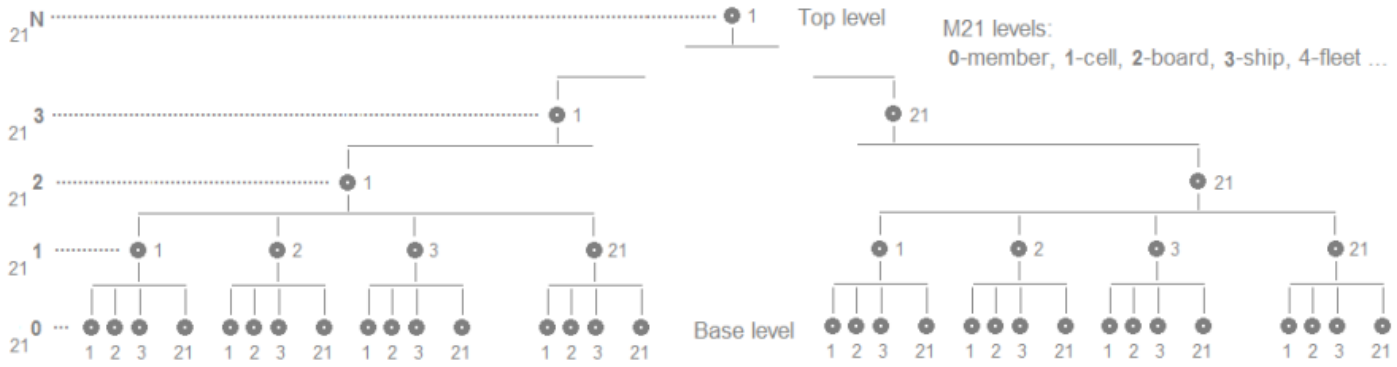
Team **Member** identified by **ID** and **Code** name
vI1 vI2 vI3 - 3 Free Votes shared free to others
vI4 vI5 vI6 - 3 Tied Votes shared reducing GAP
vI7 - 1 Fixed Vote kept by owner or free shared
INV Shared - votes shared to a team member
TAB ByTab - votes according to the INV table
GAP = (Shared - ByTab) votes difference
Donor FROM WHOM are votes shared
Acceptor TO WHOM are votes shared

Member		INVestment votes sharing								
ID	Code	vI1	vI2	vI3	vI4	vI5	vI6	vI7	TAB	GAP
1	YaJo	2	3	2	3	2	3	1	5	3

ion21Swiss M21 Cell Architecture

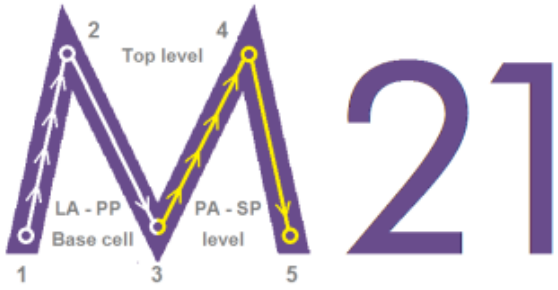
M21 Vertical Architecture:

Group of up to 21 members enables to follow ideas and proposals of all colleagues using the ion21Swiss cooperation system. A complex project team with more than 40 people should be therefore structured into ion21Cells with 21 (+/- 3) members.

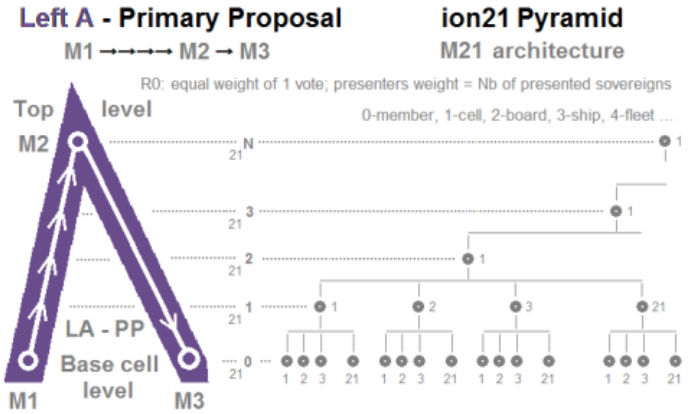


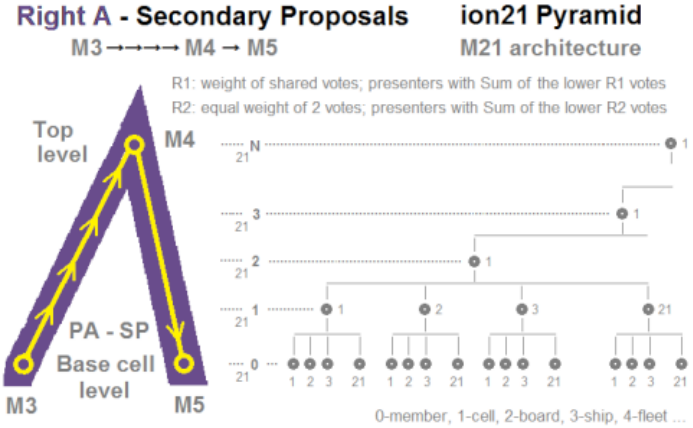
M21 Pyramid Run:

- **1-2-3 run** PRIMARY Proposal (PP)
- **3-4-5 run** SECONDARY Proposals (SPs)
- **5 base cell** NAVIGATION Proposal (NP)

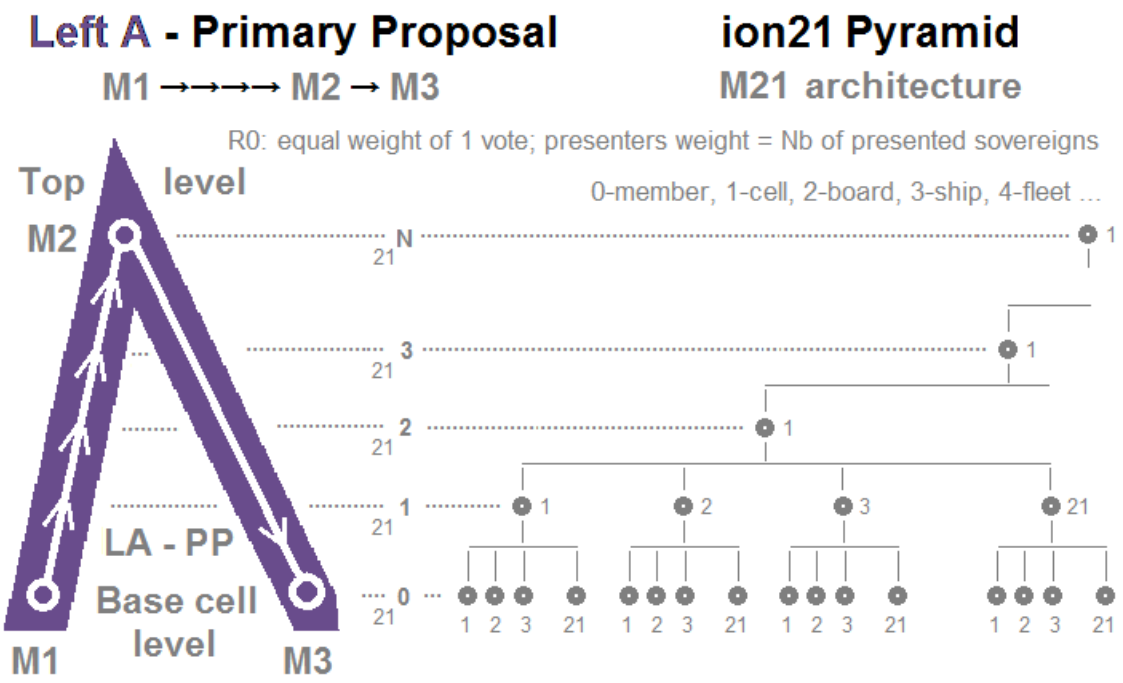


ion21Grouping enables to each ion21Swiss team member act as a **Sovereign** on the *Base cell level* and became a **Presenter** of *Primary* and *Secondary proposals* on higher levels among 21 members up to the *Top level*. Sovereigns approve the *Navigation proposal* in the third voting round R3 on the Base level.





1-2-3 run of the PRIMARY Proposal:



Support of the Primary proposal (PP) starts at the Base level by Sovereigns of the cell, where the PP was submitted: **M1 point** - one round at the **Base cell level** with a weight of one vote (YES or NO).
The PP is accepted if its support reaches the Primary Proposal Level (**PPL** % of supported members).

The **submitter** of the PP accepted on the Base level becomes its **Presenter** up to the Top level; Presenters of the former proposal became **Delegates** on higher levels (initially delegated by the cell of lower level).
Higher levels above the Base 1-cell level: 2-board, 3-ship, 4-fleet ... to the **Top level - M2 point**

Presenter and **Delegates** (usually presenters of the former proposal) support (YES) or decline (NO) the PP with the weight of votes according to the number of Sovereigns represented.

The **Left A of M21** symbolizes assessment of the PP from Base to Top level (**M1 →→→ M2**), by Presenters only from one branch. PP approved up to the Top level is sent (**M2 → M3**) to all Sovereigns concerned who can formulate Secondary proposals (specific variants of the Primary proposal).

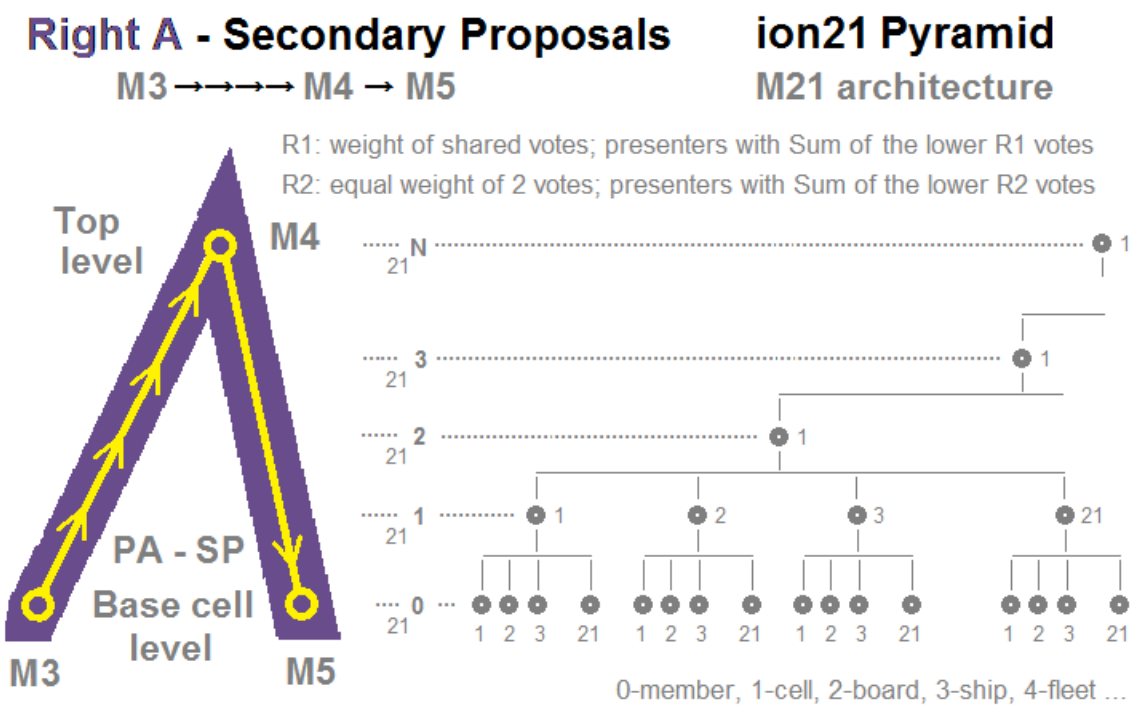
M1-M2 run UP = presentation and approving of the PRIMARY Proposal (PP)

Left A12 run: (**M1** point) **Base** level →→→ (**M2** point) **Top** level
PP support by Sovereigns on the Base cell level and Presenters on higher branch levels.

M2-M3 run DOWN = conversion of an approved PP into Secondary Proposal (SP)

Left A23 run: (**M2** point) **Top** level → (**M3** point) **Base** level
Info for Sovereigns on all Base cells they can submit Secondary proposals for PP accepted on the top level.

3-4-5run of the SECONDARY Proposals:



Harmonization of the Secondary proposals (SPs) starts by Sovereigns of all Base cells affected by the PP. Submitter of the winning SP becomes his Presenter on higher levels (2-board, 3-ship, 4-fleet ... Top level).

Sovereigns harmonize supported SPs in the first R1 and second round R2 on the Base 1-level (point **M3**):
R1 : by *shared ACI-votes* of Activity, Competence and Investments in points (-3), (-2), (-1), 0, (+1), (+2), (+3)
R2 : by *two votes* in points (-6), (-5), (-4), 0, (+4), (+5), (+6); with stating their choice to others in writing

Presenters harmonize the winning SPs in the first R1 and second round R2 on higher levels (2,3 … Top):
R1 : by a *sum of the weighted votes* from the previous 1st round in points (-3), (-2), (-1), 0, (+1), (+2), (+3)
R2 : by a *sum of the weighted votes* from the previous 2nd round in points (-6), (-5), (-4), 0, (+4), (+5), (+6)

Sovereigns approve the Navigation proposal NP in the third voting round R3 on the Base level (point **M5**):
R3 : by *one vote* in points (-7), 0, (+7); with giving feedback to others by stating the choice in writing .
The **NP is accepted** if it reaches the level of compliance (parameter **NPL %**) in the absolute majority of cells.

M3-M4 run UP = selection and merging of the SECONDARY Proposals (SPs)

Right A34 run: (**M3** point) **Base** level →→→ (**M4** point) **Top** level
SPs selection by Sovereigns on the Base cell level and Presenters on higher branch levels.

M4-M5 run DOWN = approving of the NAVIGATION Proposal (NP)

Right A45 run: (**M4** point) **Top** level → (**M5** point) **Base** level
Approval of Navigation proposal by Sovereigns on the Base cell level.

ion21Swiss RUNNING step by step

ion21Swiss initialization: iniA + iniB + iniC

Step iniA: *ion21Swiss Project* - teamwork project with navigation: Better Perspective + Feelings + Results

- iniA1 project name, subject, description
- iniA2 aims, goals and objectives of the project
- iniA3 project context, local and global priorities

Step iniB: *ion21Swiss Team* - put together team members participating on the current project

- iniB1 discuss the advantages of the ion21Swiss approach
- iniB2 get acquainted with the team Fair Play Rights
- iniB3 fill in your personal data in the ion21Team table

Step iniC: *ion21Swiss Coop* - set the starting values of cooperation parameters iteratively adjusted

- iniC1 system pars: P1-SupLev P2-PrimProp P3-SecProp P4-ComShar P5-VotR1 P6-VotR2 P7-VotR3
- iniC2 set team parameters: P8-ComGen P9-ComField P10-Supervis P11-InvForce
- iniC3 set ion21Swiss project parameters: Project Motivation Parameters

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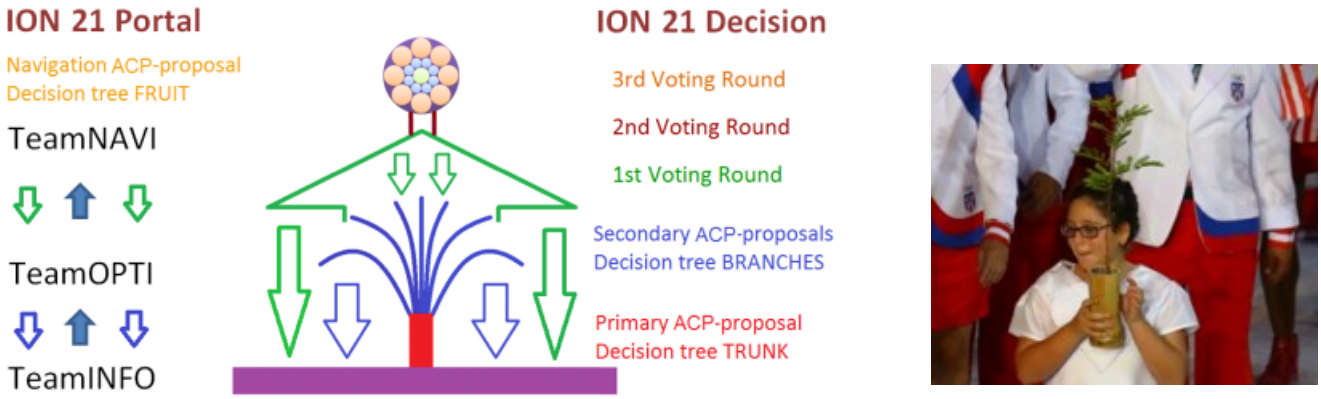

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ion21Swiss running: runA + runB + runC

Step runA: *ion21Swiss TeamINFO* - Team Information Process

- runA1 fill in your education and experience data in Team COMpetency table
- runA2 register your project activities into Team ACTivity table & share your 7 ACT-votes
- runA3 register your project activities into Team INVestment table & share your 7 INV-votes

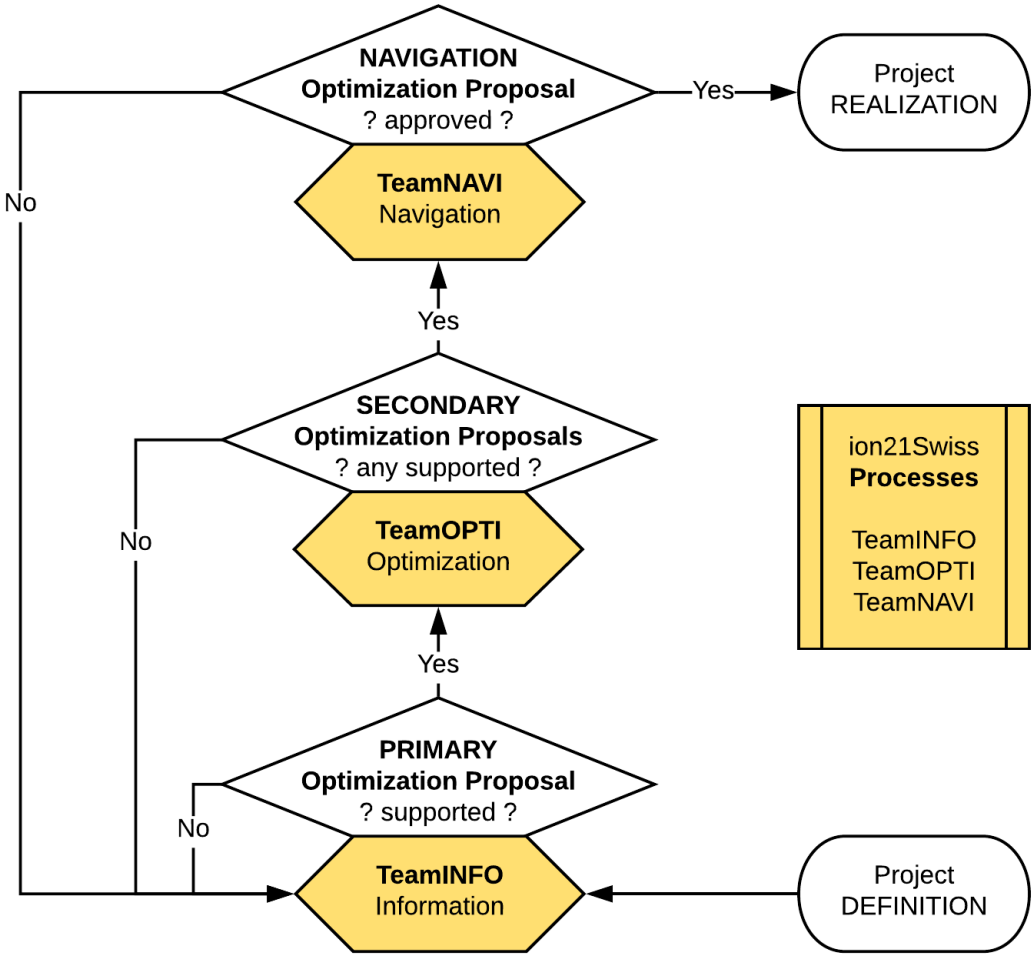
Step runB: *ion21Swiss TeamOPTI* - Team Optimization Process

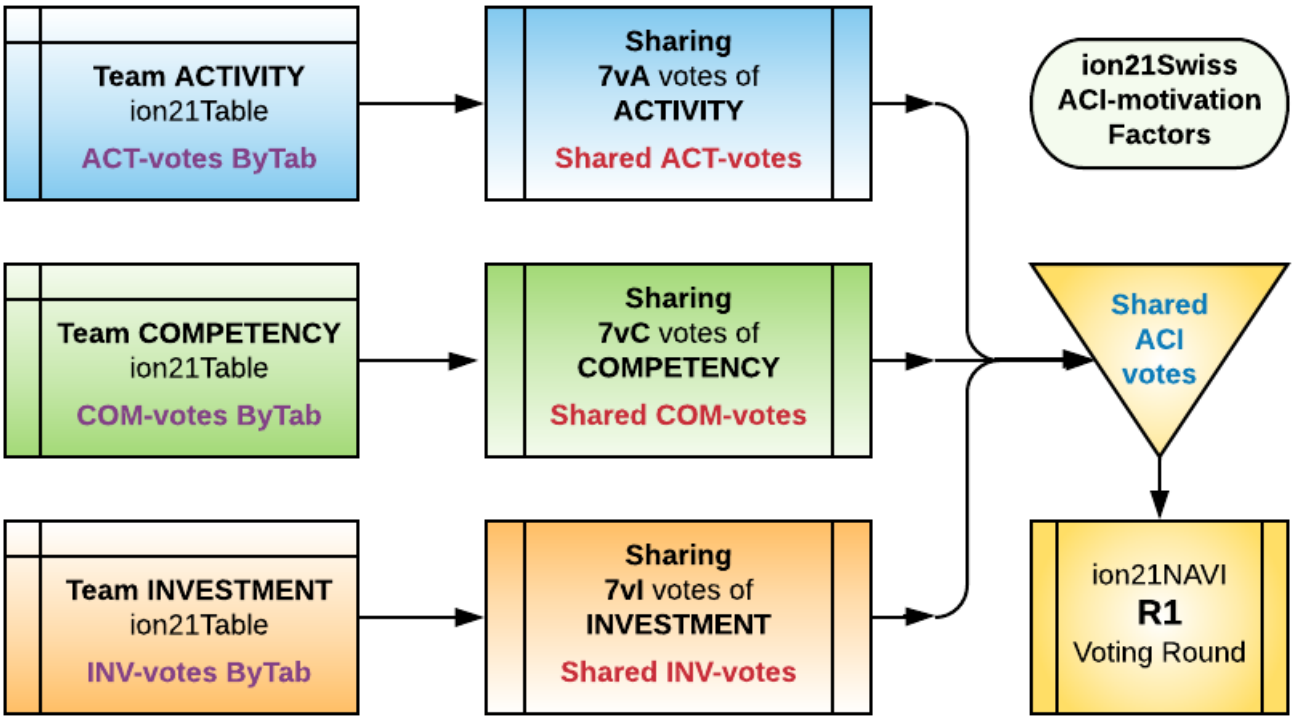
- runB1 submit optimization Primary Proposal ACP-PP & set current Voting MODE & support ACP-PP
- runB2 submit Secondary Proposal variant ACP-SP & set current Voting FIELDS & support ACP-SP
- runB3 take part in the Expert Discussion & share your 7 COM-votes & 1st Correction of ACP-SP

Step runC: *ion21Swiss TeamNAVI* - Team Navigation Process

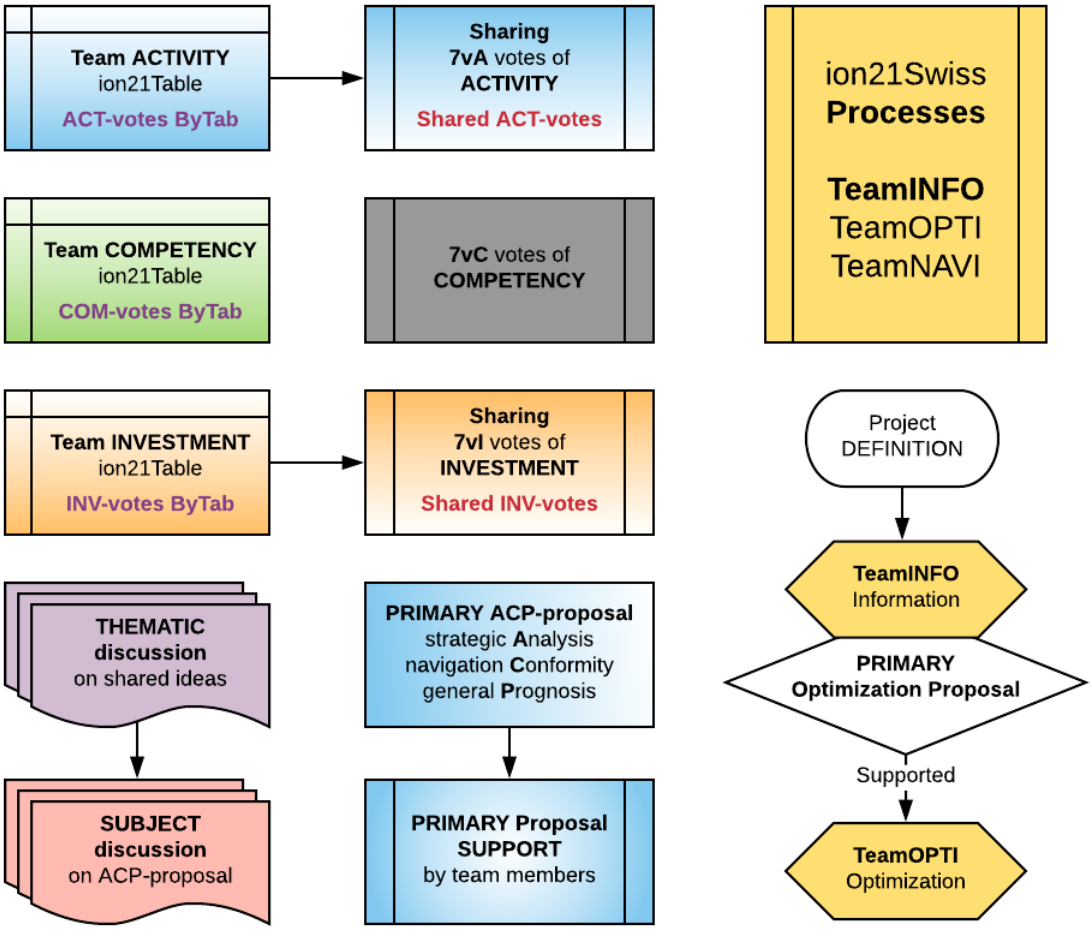
- runC1 vote for or against ACP-SP variants using ACI-votes in 1st Round & 2nd Correction of ACP-SP
- runC2 select one from two winning ACP-SPs by two votes in 2nd Round & 3rd Correction of ACP-SP
- runC3 approve Navigation ACP-NP using one vote in 3rd Round & Implement-Inspection Teams

ion21Swiss PORTAL flowchart





ion21Swiss INFO flowchart



TeamINFO : Project Information Sharing - Project Lifetime

- Thematic discussion on the shared ideas
- Activity, Competency and Investment data in ACI-tables
- Sharing Activity and Investment votes (7vA, 7vI)

TeamINFO : Primary Proposal Support - PPA / PPN / PPP

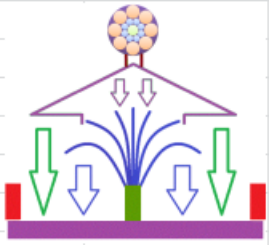
- Submitting of the Primary proposal (PP)
- Subject discussion on the given PP
- Team members' support of the PP

From - To:	21.09.2016	26.09.2016	
Primary proposal		General one - **TRUNK of decision-making tree**	
Support level	- PPL :	15	%
1st ACP link			

Timespan		*value*	*unit*
- Acute	PPA	2	hours
- Normal	PPN	5	days
- Precise	PPP	1	weeks

Current Voting MODE:

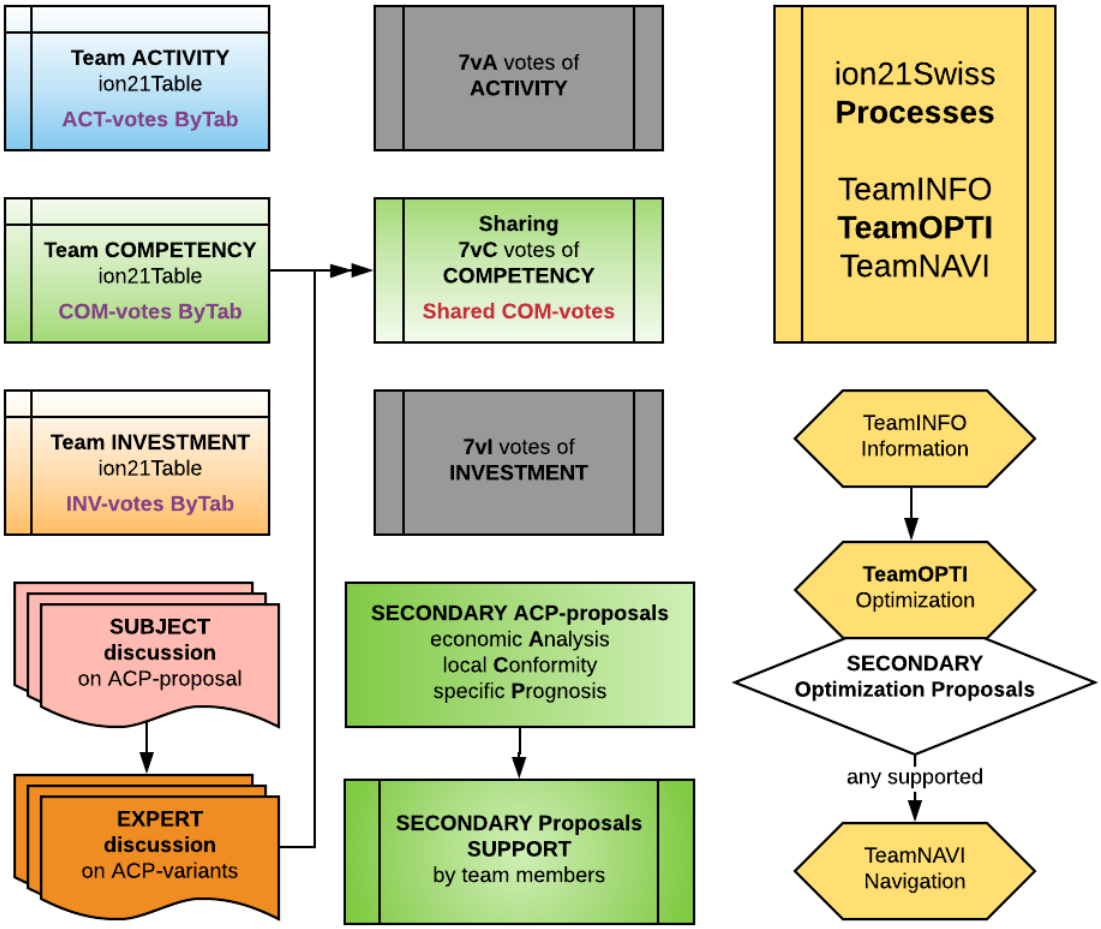
- ○ Acute
- ◉ Normal
- ○ Precise



Supplements of ACP-proposal:		
- Analysis	**AnaStr**	Strategic aspects, Strategic context, Strategic impacts
- Conformity	**ConNav**	Navigation dimensions: Better Perspective, Better Feelings, Better Results
- Prognosis	**ProGen**	General local forecast, General global impacts, General key parameters

of authors.

ion21Swiss OPTI flowchart



TeamOPTI : Secondary Proposal Support - SPA / SPN / SPP

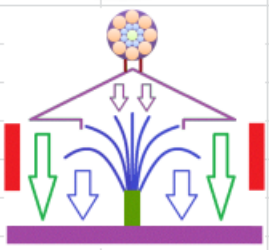
- Submitting of the Secondary proposals (SPs)
- Subject discussion on the presented SPs
- Team members' support of the SPs

TeamOPTI : Sharing Competency Votes - SCA / SCN / SCP

- Expert discussion on the presented SPs
- Sharing Competency votes to team experts (7vC)
- Optimization of the System and Project Parameters Setting

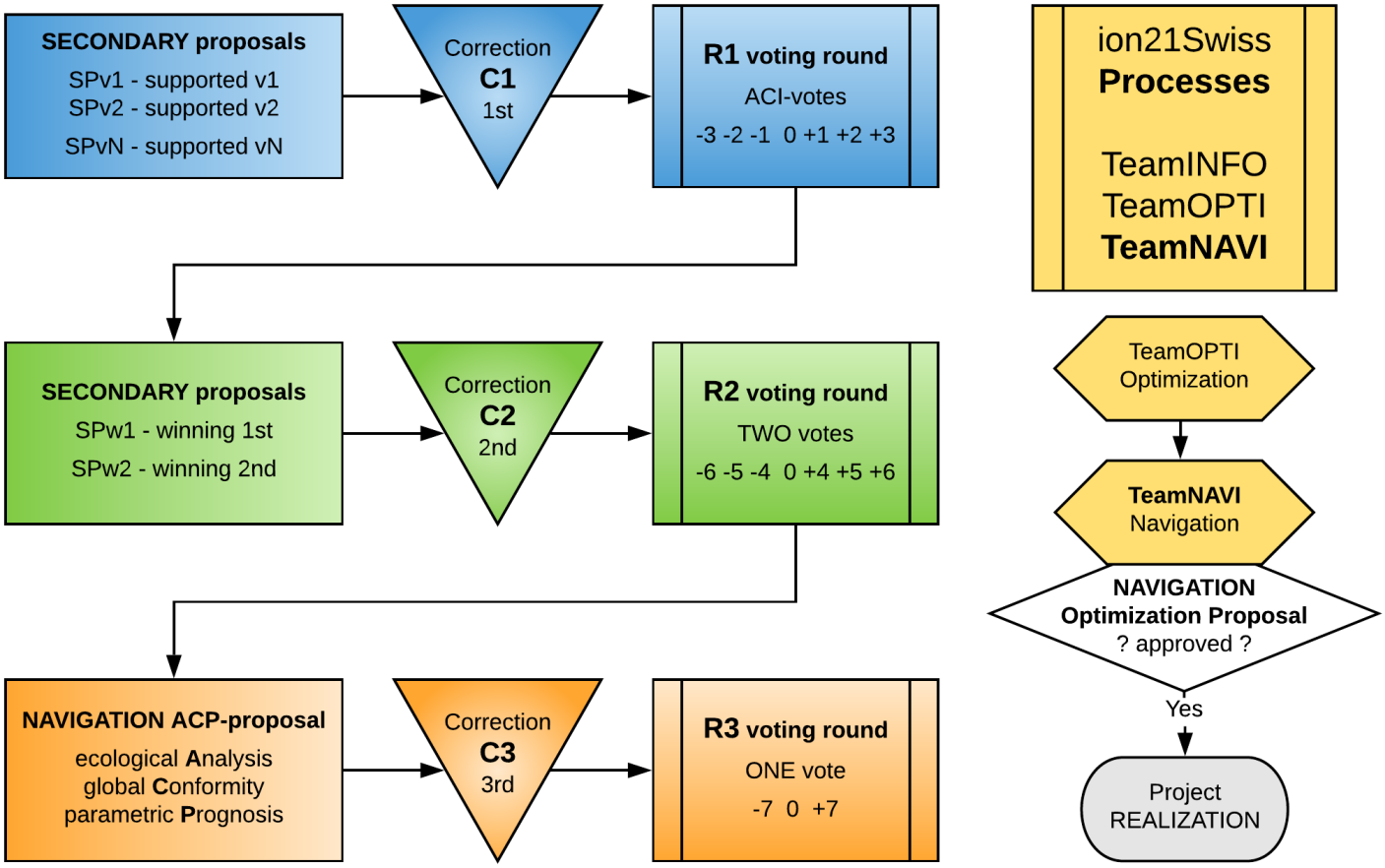
From - To:	26.09.2016	01.10.2016	
Secondary proposals		Variants - **BRANCHES of decision-making tree**	
Support level	- SPL :	25	%
2nd ACP link			

Timespan		*value*	*unit*
- Acute	SPA	3	hours
- Normal	SPN	5	days
- Precise	SPP	2	weeks



Supplements of ACP-proposal:		
- Analysis	**AnaEco**	Economical aspects, Economic context, Economical impacts
- Conformity	**ConLoc**	Local priorities, Current status, Future impacts
- Prognosis	**ProSpe**	Specific local forecast, Specific global impacts, Specific key parameters

ion21Swiss NAVI flowchart



TeamNAVI : Voting Round 1st **- R1A / R1N / R1P**

- C1 Proposal's Correction of supported Secondary proposals (SPs)
- R1 voting round for the 1st selection and merging of SPs
- Subject discussion about the SPs

TeamNAVI : Voting Round 2nd **- R2A / R2N / R2P**

- C2 Proposal's Correction of two winning Secondary proposals (SPs)
- R1 Voting round for the 2nd selection and merging of SPs
- Subject discussion about the SPs

TeamNAVI : Voting Round 3rd **- R3A / R3N / R3P**

- C3 Proposal's Correction of the Navigation proposal (NP - the final SP)
- R1 Voting round for the approval of the NP
- Subject discussion about the NP

Team NAVIGATION process																			
From - To:	01.10.2016	04.10.2016			*From - To:*	04.10.2016	07.10.2016			*From - To:*	07.10.2016	10.10.2016			*From - To:*	10.10.2016	13.10.2016	
COMpetency votes sharing		Votes			**1st VOTING ROUND**		1stROUND			**2nd VOTING ROUND**		2ndROUND			**3rd VOTING ROUND**		3rdROUND	
During the Expert Discussion before Voting					Shared votes in inner points (+/-1, +/-2, +/-3)					Two votes in medium points (+/-3, +/-4, +/-5)					One vote in outer points (+/-5, +/-6 +/-7)			
Timespan		*value*	*unit*		*Timespan*		*value*	*unit*		*Timespan*		*value*	*unit*		*Timespan*		*value*	*unit*
- Acute	SCA	2	hours		- Acute	R1A	3	hours		- Acute	R2A	1	hours		- Acute	R3A	1	hours
- Normal	SCN	3	days		- Normal	R1N	3	days		- Normal	R2N	3	days		- Normal	R3N	3	days
- Precise	SCP	1	weeks		- Precise	R1P	1	weeks		- Precise	R2P	1	weeks		- Precise	R3P	2	weeks
First Correction of accepted ACP-proposals					*Second Correction of two ACP-proposals*					*Third Correction of winning ACP-proposal*					*Accepting or refusing of ACP-proposal*			

Appendix – A : ion21Swiss PARAMETERS

Proposal's Support LEVELS - percentage of members needed for an approval of the proposal

Primary proposal - **PPL** [%] … percentage of members supporting the Primary proposal (PP)
Secondary proposal - **SPL** [%] … percentage of members supporting the Secondary proposal (SP)
Navigation proposal - **NPL** [%] … percentage of members supporting the Navigation proposal (NP)

Decision-making MODES - time urgency of a team decision making processes

Acute - **A** [hours range] … short timespans for steps of ion21Swiss urgent decisions
Normal - **N** [days range] … middle timespans for steps of ion21Swiss common decisions
Precise - **P** [weeks range] … long timespans for steps of ion21Swiss strategic decisions

Primary Proposal Support - time ranges for the support of the Primary proposal (PP)

Primary Proposal Acute - **PPA** [hours] … timespan for the support of an PP in Acute mode
Primary Proposal Normal - **PPN** [days] … timespan for the support of an PP in Normal mode
Primary Proposal Precise - **PPP** [weeks] … timespan for the support of an PP in Precise mode

Secondary Proposal Support - time ranges for the support of Secondary proposals (SPs)

Secondary Proposal Acute - **SPA** [hours] … timespan for the support of SPs in Acute mode
Secondary Proposal Normal - **SPN** [days] … timespan for the support of SPs in Normal mode
Secondary Proposal Precise - **SPP** [weeks] … timespan for the support of SPs in Precise mode

Sharing Competencies - time ranges for sharing competencies (COM) before the 1st voting round

Sharing Competencies Acute - **SCA** [hours] … timespan for the sharing COM in Acute mode
Sharing Competencies Normal - **SCN** [days] … timespan for the sharing COM in Normal mode
Sharing Competencies Precise - **SCP** [weeks] … timespan for the sharing COM in Precise mode

Voting Round 1st - time ranges for the 1st selection and merging of Secondary proposals (SPs)

Voting Round 1st Acute - **R1A** [hours] … timespan for the 1st selection of SPs in Acute mode
Voting Round 1st Normal - **R1N** [days] … timespan for the 1st selection of SPs in Normal mode
Voting Round 1st Precise - **R1P** [weeks] … timespan for the 1st selection of SPs in Precise mode

Voting Round 2nd - time ranges for the 2nd selection and merging of Secondary proposals (SPs)

Voting Round 2nd Acute - **R2A** [hours] … timespan for the 2nd selection of SPs in Acute mode
Voting Round 2nd Normal - **R2N** [days] … timespan for the 2nd selection of SPs in Normal mode
Voting Round 2nd Precise - **R2P** [weeks] … timespan for the 2nd selection of SPs in Precise mode

Voting Round 3rd - time ranges for the approval of the Navigation proposal (NP - the final SP)

Voting Round 3rd Acute - **R3A** [hours] … timespan for the approval of NP in Acute mode
Voting Round 3rd Normal - **R3N** [days] … timespan for the approval of NP in Normal mode
Voting Round 3rd Precise - **R3P** [weeks] … timespan for the approval of NP in Precise mode

Coefficients of COMPETENCY - weights for time of education or practice out/in the decision field

High-school general - **HGC** [x] … multiplicator of years spent in high-school out of decision field
High-school in a field - **HFC** [x] … multiplicator of years spent in high-school in the decision field
University general - **UGC** [x] … multiplicator of years spent in a university out of decision field
University in a field - **UFC** [x] … multiplicator of years spent in a university in the decision field
Practice general - **PGC** [x] … multiplicator of years of practise/experience out of decision field
Practice in a field - **PFC** [x] … multiplicator of years of practise/experience in the decision field

Activity SUPERVISORS - supervisors of the data validity in the Activity table of team members
Number of members - **SVM** [n] … count of the team supervisors
Duration of the term - **SVT** [days] … timespan of supervisor's term

Refunded INVESTMENT force - force of refunded items in the Investment table of team members
Refunded Investment Force - **RIF** [%] … percentage of a refunded investment amount

Project MOTIVATION Parameters - project related motivation parameters
DISPOSAL rights TERM lengths WAGES policy …

Appendix – B : ion21Swiss RUNTIMES

TeamINFO : Project Information Sharing - Project Lifetime

- Thematic discussion on the shared ideas
- Activity, Competency and Investment data in ACI-tables
- Sharing Activity and Investment votes (7vA, 7vI)

TeamINFO : Primary Proposal Support - PPA / PPN / PPP

- Submitting of the Primary proposal (PP)
- Subject discussion on the given PP
- Team members' support of the PP

TeamOPTI : Secondary Proposal Support - SPA / SPN / SPP

- Submitting of the Secondary proposals (SPs)
- Subject discussion on the presented SPs
- Team members' support of the SPs

TeamOPTI : Sharing Competency Votes - SCA / SCN / SCP

- Expert discussion on the presented SPs
- Sharing Competency votes to team experts (7vC)
- Optimization of the System and Project Parameters Setting

TeamNAVI : Voting Round 1st - R1A / R1N / R1P

- C1 Proposal's Correction of supported Secondary proposals (SPs)
- R1 voting round for the 1st selection and merging of SPs
- Subject discussion about the SPs

TeamNAVI : Voting Round 2nd - R2A / R2N / R2P

- C2 Proposal's Correction of two winning Secondary proposals (SPs)
- R1 Voting round for the 2nd selection and merging of SPs
- Subject discussion about the SPs

TeamNAVI : Voting Round 3rd - R3A / R3N / R3P

- C3 Proposal's Correction of the Navigation proposal (NP - the final SP)
- R1 Voting round for the approval of the NP
- Subject discussion about the NP