

hillfog

hillfog is an KPI, OKR, PDCA, BSC web platform.

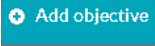
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Modify	
2021/04/09	0.1
2021/06/02	0.2
2021/06/14	0.3
2021/07/16	0.4

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1. Create Objective

First select “BA06 – OKR Base”, look (1_01) screenshots. Click  button to create program page.



The screenshot displays the Hillfog application interface. On the left is a dark sidebar menu with the 'hillfog' logo at the top. The menu items include: BA. Basic, BA01 - Organization, BA02 - Employee, BA03 - Formula, BA04 - Aggregation method, BA05 - KPI Base, BA06 - OKR Base (highlighted with a red box and a red arrow), BB. KPI, BC. OKR, ZA. Config, ZB. Role authority, ZC. Service, ZD. Log, About, and Logout. The main content area is titled 'BA06 - OKR Base'. At the top of this area are buttons for 'Query', 'Clear', and 'Add objective'. The 'Add objective' button is highlighted with a yellow box, and a yellow arrow points from it to a yellow callout box containing the text 'Click this button go to create page.'. Below the buttons are form fields for 'Start' and 'End' (both with date pickers), 'Organization' (with an input field 'Enter organization'), 'Employee' (with an input field 'Enter employee'), and 'Name' (with an input field 'Enter name'). The main content area also features two cards: '提升顧客滿意度' (Improve Customer Satisfaction) and '測試' (Test). Each card has 'Objective' and 'Initiative' buttons, a text area, and three action buttons (edit, add, delete).

(1_01)

<< Please continue to the next page >>

1-1. Create Objective (input field)

Look (1-1_01) screenshots. Input Objective content and Key Result content.

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BA06 - OKR Base

Back objective list Save Clear

Final need click "Save" button to save data.

Name *

Satisfaction improvement **input objective name**

Start *

2021/04/01 **input objective start date**

End *

2021/06/30 **input end date**

Organization

Enter organization **1. click to select organization/department**

+ ADD **2. click "ADD" button to add this select organization/department**

HR / Human resources **click this x icon, remove add item**

Employee

Enter employee **+ ADD**

Description

This is a TEST!!!
hello ~~~~

Key Result

#	Name	Target	Method	Operator	Description
x	50 opinion surveys every week	50	1 - Sum	>=	questionnaire must be clear
x	input name	target number	select method	select operator	input key result description

+ Add Key Result **Click to add new input item.**

Click to remove item.

Initiatives

#	Content
x	Clear adjustment direction to increase customer satisfaction.

+ Add Initiative

(1-1_01)

Key Result "Method" and "Operator" field description.

Method	
1-SUM	Get period measure data value use sum.
2-AVG	Get period measure data value use avg.
3-MAX	Get period measure MAX data value.
4-MIN	Get period measure MIN data value.

Operator (Key Result progress is completed the rules.)	
>	calculated value > target
<	calculated value < target
=	calculated value = target
>=	calculated value >= target
<=	calculated value <= target

2. OKR item management

Click menu select “BA06 – OKR Base”, look (2_01) screenshots.

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BA06 - OKR Base

Query Clear Add objective

Start End

Organization Employee

Name

提升顧客滿意度

Objective: 1 Initiative: 1

吃飽沒事幹 0800956956

測試

Objective: 2 Initiative: 2

活著的目的不在於永遠活著，而在於永遠活出別人怎麼評價你都不重要，最重要的是自己得這就是人生，你不想改變它，那麼它就會改變簡單的事後總結都是無用的，關鍵是事前能夠瀑布之所以壯觀，是因為它沒有退路。成熟不是因為心態老了，而是眼角掛著淚的時

Edit the objective item.

Input measure data.

Delete objective item.

(2_01)

look (2_02) screenshots. Click  button to Key Result measure data input page.

提升顧客滿意度

Objective: 1 Initiative: 1

吃飽沒事幹 0800956956

Click this button to input measure data.

(2_02)

3. Key Result measure data input

look (3_01) screenshots. Input Key Result measure data.

hillfog

BA06 - OKR Base

Back objective list Save Cancel

Final need click "Save" button to save data.

Key Result *

完成問卷樣本數

First select Key Result

Previous period 2021/04 Next period

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	01 Enter value	02 1	03 Enter value
04 Enter value	05 Enter value	06 Enter value	07 Enter value	08 Enter value	09 Enter value	10 Enter value
11 Enter value	12 Enter value	13 1	14 1	15 1	16 Enter value	17 Enter value
18 Enter value	19 Enter value	20 1	21 Enter value	22 1	23 Enter value	24 7
25 Enter value	26 Enter value	27 Enter value	28 1	29 Enter value	30 Enter value	01

Input actual number value.

(3_01)

<< Please continue to the next page >>

4. OKR report

look (4_01) screenshots. OKR completed progress query result.

The screenshot displays the 'hillfog' application interface. On the left is a dark sidebar with navigation items: BA. Basic, BB. KPI, BC. OKR, BC01 - OKR Report (highlighted with a red box), ZA. Config, ZB. Role authority, ZC. Service, ZD. Log, About, and Logout. The main content area has a blue header with a menu icon and a user profile icon. Below the header are two browser tabs: 'BA06 - OKR Base' and 'BC01 - OKR Report'. A search bar contains a 'Query' button (highlighted with a red box) and a 'Clear' button. A red arrow points from the sidebar to the 'Query' button with the text 'click "Query" button to query result.'. Below the search bar are input fields for 'Start' (year/month/day), 'End' (year/month/day), 'Organization' (with an 'Enter organization' field), 'Employee' (with an 'Enter employee' field), and 'Name' (with an 'Enter name' field). Two OKR cards are shown below. The first card, titled '提升顧客滿意度', shows 'Progress: 100%' with a full blue progress bar, 'Objective: 1', and 'Initiative: 1'. The second card, titled '測試', shows 'Progress: 50.14%' with a partially filled blue progress bar (highlighted with an orange box and an arrow pointing to the text 'Objective completed progress rate.'), 'Objective: 2', and 'Initiative: 2'. Below the second card is a blue eye icon button (highlighted with a red box) with the text 'Click this button to view detail.'.

(4_01)

<< Please continue to the next page >>

4-1. OKR report (view detail)

look (4-1_01) screenshots. OKR detail report.

hillfog

About BC01 - OKR Report

Back objective list

測試 2021-04-02 ~ 2021-06-30

Progress: 93%

Department:
CEO / CEO office IT / Information technology

Owner:
EMP004 / bill / Bill chen

活著的目的不在於永遠活著，而在於永遠活出自己。
別人怎麼評價你都不重要，最重要的是自己得看的起自己。
這就是人生，你不想改變它，那麼它就會改變你。
簡單的事後總結都是無用的，關鍵是事前能夠預期的某些規律。
瀑布之所以壯觀，是因為它沒有退路。
成熟不是因為心態老了，而是眼角掛著淚的時候卻還能微笑。

Key Result	Progress Rate
不爽	Progress: 100%
完成問卷樣本數	Progress: 86%

Initiatives

紫罗兰永恒花园好看看到痛哭流涕

噹噹噹...

你知不知道什麼是噹噹噹噹噹...
(甚麼噹噹噹呀?...)
噹噹噹噹噹... 就是...
Only you, 能伴我取西經
Only you, 能殺妖和除魔
Only you, 能保護我 叫螃蟹和蚌精無法吃我
你本領最大 就是 Only you
(唉~...呃...)
O...O...~ Only you ~ 別怪師父滴咕 戴上緊箍兒
別怕死 別顫抖 背黑鍋我來 送死你去

(4-1_01)

5. KPI data management

Look (5_01) screenshots. KPI item data management.

The screenshot shows the 'hillfog' application interface. On the left is a dark sidebar with a menu. The main content area is titled 'BA05 - KPI Base' and includes a 'Management KPI base item.' header. Below the header are input fields for 'Id' and 'Name'. A 'Query' button is highlighted with an orange box and an arrow pointing to it with the text 'click "Query" button to query KPI item result.' Below the input fields is a table with one row of data. The table has columns: '#', 'Id', 'Name', 'Unit', 'Weight', 'Management', and 'Description'. The data row contains: '#', 'K01', '測試KPI', '%', '40', 'Bigger is better', and 'test'. Below the table are three icons: a document icon (green), a list icon (orange), and a trash icon (red). Arrows point from these icons to text: 'click icon to delete this KPI item data.' (red arrow from trash icon), 'click icon to input KPI measure data page.' (orange arrow from list icon), and 'click icon to Edit this KPI item data.' (green arrow from document icon). The sidebar menu has 'BA05 - KPI Base' highlighted with a red box and an arrow pointing to it from the text 'click this icon to Create KPI item page.' (red arrow from the '+' icon in the top toolbar).

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BA05 - KPI Base

Management KPI base item.

Id: Enter Id, Name: Enter name

Query, Clear

Total 1, Page 1 / 1, Row 10

#	Id	Name	Unit	Weight	Management	Description
	K01	測試KPI	%	40	Bigger is better	test

click this icon to Create KPI item page.

click "Query" button to query KPI item result.

click icon to delete this KPI item data.

click icon to input KPI measure data page.



click icon to Edit this KPI item data.

(5_01)

<< Please continue to the next page >>

6. KPI Create




Look (6_01) screenshots. KPI create page.

hillfog  

About x BA05 - KPI Base x BA05 - KPI Base (Create) x

BA05 - KPI Base (Create)

Create KPI base item. HF_PROG001D0005A

   click icon save KPI data.

Id * <input type="text" value="KPI0001"/>	Name * <input type="text" value="TEST"/>
Weight: 50 <input type="range" value="50"/>	Unit * <input type="text" value="%"/>
Formula * <input type="text" value="F001 - percent of target"/>	Aggregation method * <input type="text" value="SUM_001 - Sum"/>
Maximum * <input type="text" value="150"/>	Minimum * <input type="text" value="60"/>
Target * <input type="text" value="100"/>	Compare * <input type="text" value="Target"/>
Management * <input type="text" value="Bigger is better"/>	Quasi range * <input type="text" value="0%"/>
Data type * <input type="text" value="Both"/>	
Organization * <input type="text" value="CEO / CEO-office"/> <input type="button" value="+ ADD"/> <input type="text" value="AC / Accounting x"/>	
Employee * <input type="text" value="EMP001 / admin / Administrator"/> <input type="button" value="+ ADD"/> <input type="text" value="EMP004 / bill / Bill chen x"/> <input type="text" value="EMP002 / frank / Frank wang x"/>	
Description <input type="text" value="for TEST"/>	

click "Save" button to save KPI data.

(6_01)

7. KPI measure data input

Look (7_01) screenshots. Input KPI item 's measure data.

BA05 - KPI Measure data
Modify KPI measure data.

HF_PROG001D0005M

K01 - Sales Bigger is better Target: 80 · Maximum: 100 · Minimum: 60 Unit: % Formula: F001-percent of target Aggregation: AVG_001-Average

Frequency *
select frequency for need input measure data

Organization *
select organization/department for measure data

Employee *
select employee for measure data

No distinction between employee or department measure-data.
check this box, enable trun the mode.

click to previous period 2021 click to next period

First quarter	Second quarter	The third quarter	Fourth quarter
100	100	100	100
67	53	65	72

Input measure-data target & actual value.

Save Clear

Click "Save" button to save/update measure - data.

(7_01)

Three types of measure data for 1. For No distinction, 2. For Organization/department, 3. For Employee

E.g:

If you want to query KPI or Scorecard report for frequency is year, and want can show of the (1. For No distinction, 2. For Organization/department, 3. For Employee), These data need to be entered into measure-data, the KPI or Scorecard report to have a score.

8. KPI report

Look (8_01) screenshots. Query KPI report, first input query field and click "Query" button.

The screenshot displays the 'hillfog' application interface. The left sidebar contains a navigation menu with items: BA. Basic, BB. KPI, BB01 - KPI Report (highlighted with a red box), BC. OKR, ZA. Config, ZB. Role authority, ZC. Service, ZD. Log, About, and Logout. The main content area shows the 'BB01 - KPI Report' page with the subtitle 'Query KPI report & chart.' and a user ID 'HF_PROG002D0001Q'. A blue header bar contains the text '1. input query field'. The form contains the following fields:

- Frequency*: Month (dropdown)
- KPI: - please select - (dropdown)
- Start*: 2021/04/10 (calendar icon)
- End*: 2021/04/10 (calendar icon)
- Organization*: Enter organization (text input)
- Employee*: Enter employee (text input)

Below the form are two buttons: 'Query' (highlighted with a red box) and 'Clear'. A red arrow points from the 'Query' button to the text '2. click "Query" button'. A yellow warning message at the bottom reads: 'Please select Frequency and Organization or Employee!'.

(8_01)

<< Please continue to the next page >>

BB01 - KPI Report

Query KPI report & chart.

HF_PROG002D0001Q



Frequency * KPI

Start * End *

Organization * Employee *

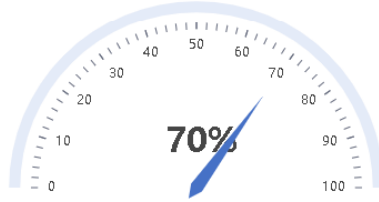
Query Clear

K002 - 提升顧客滿意度 Bigger is better Target: 90 · Maximum: 100 · Minimum: 50 Weight: 50 · Unit: % Formula: F001-percent of target Aggregation: AVG_001-Max

K002 - 提升顧客滿意度

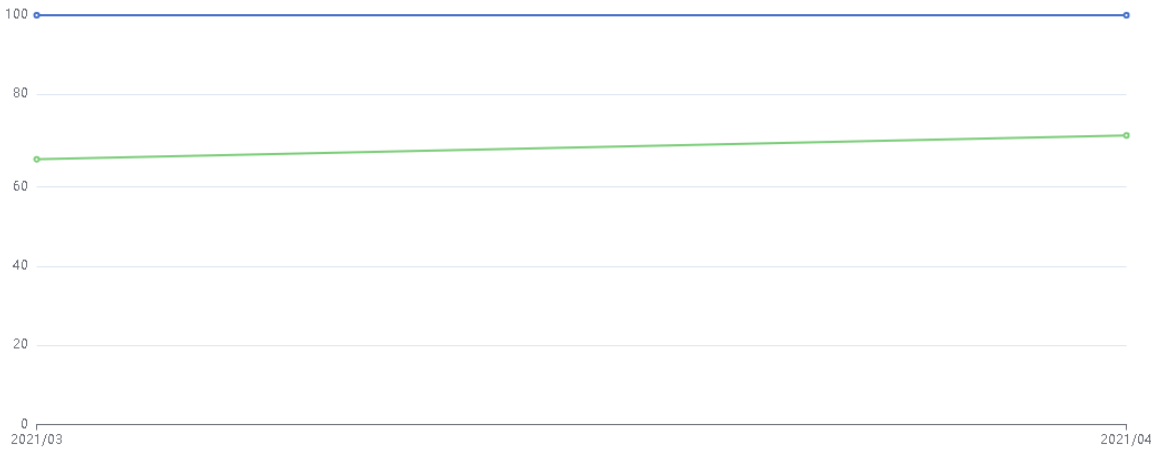
2021-03-01 ~ 2021-04-10

The completion rate



提升顧客滿意度

Target Score



Date range score

2021/03 Score:67



9. PDCA Create (for OKR)

Look (9_01) screenshots. 1. Query OKR report and click any item to Report detail, 2. Click "Create PDCA" button to PDCA Create page (9_02) .

The image displays two screenshots from the hillfog system. The left screenshot shows the 'BC01 - OKR Report' page. The sidebar on the left has 'BC01 - OKR Report' highlighted. The main content area shows a search bar, date pickers for 'Start' and 'End', and input fields for 'Organization' and 'Employee'. Below these is a card for the OKR '提升顧客滿意度' with a progress bar at 83%, 'Objective: 1', 'Initiative: 1', and a red box around an eye icon. A red box around the eye icon is labeled '1. to OKR detail page.'. A red arrow points from the eye icon to the right screenshot. The right screenshot shows the 'Create PDCA' page for the same OKR. The sidebar on the left has 'BC01 - OKR Report' highlighted. The main content area shows a 'Back objective list' button and a '+ Create PDCA' button. A red box around the '+ Create PDCA' button is labeled '2. Click "Create PDCA" button.'

(9_01)

<< Please continue to the next page >>

Save Clear

PDCA Number: OKR-2021-Jun-002 **Final need click "Save" button.**

Name *
Enter name **input name**

Start *
2021/06/02

End *
2021/07/02

Owner
EMP001 / admin / Administrator **Select Employee**

+ ADD ← Click "ADD" button to add owner.

EMP002 / frank / Frank wang **X** → Click "X" button to remove this owner.

Description
Enter description

Upload file

Plan

#	Item name	Start	End	Owner
X	input name	年/月/日	年/月/日	Please select

Owner list: EMP004 / bill / Bill chen **X** ←

Enter description

+ Click "+" button to add new input item.

Do, Check or Act type, select parent item result.

Select parent Plan item

#	Item name	Start	End	Owner
X	Enter name	年/月/日	年/月/日	Please select

Owner list:
Enter description

+ Click "+" button to add new input item.

10. PDCA Create (for KPI)

Look (10_01) screenshots. 1. Query KPI report result, 2. Click "Create PDCA" button to PDCA Create page, PDCA create input field please look previous page (9_02) screenshots.

The screenshot displays the Hillfog application interface. On the left is a dark sidebar with a menu containing items like 'BA. Basic', 'BB. KPI', 'BC. OKR', 'BD. PDCA', 'ZA. Config', 'ZB. Role authority', 'ZC. Service', 'ZD. Log', 'About', and 'Logout'. The 'BB. KPI' section is expanded, and 'BB01 - KPI Report' is selected. The main content area shows the 'BB01 - KPI Report' page with the subtitle 'Query KPI report & chart.' and a user ID 'HF_PROG002D0001Q'. Below the title are several input fields: 'Frequency' (Month), 'Start' (2021/06/02), 'Organization' (Enter organization), 'KPI' (K02 - Sales), 'End' (2021/06/02), and 'Employee' (EMP004 / bill / Bill chen). A green 'Query' button and a green 'Clear' button are visible. A red arrow points from the 'Query' button to the text 'Click "Query" button.'. Below these buttons is a summary bar for 'K02 - Sales' with details: 'Bigger is better', 'Target: 90', 'Maximum: 100', 'Minimum: 65', 'Weight: 50', 'Unit: %', 'Formula: F001-percent of target', and 'Aggregation: AVG_001-Max'. A yellow '+ Create PDCA' button is highlighted with a red box, and a red arrow points from it to the text 'Click "Create PDCA" button.'. The main display area shows 'K02 - Sales' and the date range '2021-06-02 ~ 2021-06-02'. Below this is a gauge chart titled 'The completion rate'.

(10_01)

11. How to open PDCA Detail report page

Look (11_01, 11_02 and 11_03) screenshots. Click "View detail" button to detail report page.

← Back objective list + Create PDCA

測試 2021-04-02 ~ 2021-12-31

Progress: 60.5%

Department: CEO / CEO office IT / Information technology

Owner: EMP001 / admin / Administrator EMP004 / bill / Bill chen

活著的目的不在於永遠活著，而在於永遠活出自己。

Key Result	Progress Rate
不爽	Progress: 71%
完成問卷樣本數	Progress: 50%

Initiatives

紫罗兰永恒花园好看到痛哭流涕

PDCA

Fix project
2021-06-01 ~ 2022-02-28

	2021							2022	
	June	July	August	September	October	November	December	January	February
▼ (P) - P1	[Blue bar]								
▼ (D) - D1	[Black bar]								
▼ (C) - C1								[Green bar]	
(A) - A1								[Orange bar]	
(C) - C1-plus								[Blue bar]	
▼ (P) - P2	[Pink bar]								
(D) - D2			[Yellow bar]						

Highcharts.com

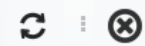
[View detail](#) Click "View detail" button to PDCA report detail page.

(11_01 – OKR report detail, if this OKR has any PDCA will show in the following area)

BB01 - KPI Report

Query KPI report & chart.

HF_PROG002D0001Q



Frequency * KPI

Start * End *

Organization * Employee *

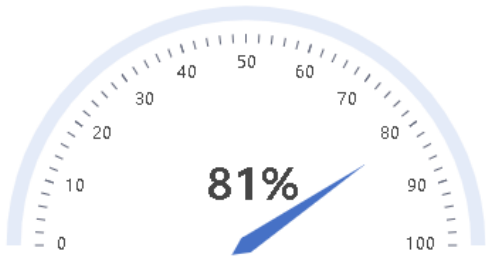
[Query](#) [Clear](#)

K01 - Growth **Bigger is better** Target: 80 · Maximum: 100 · Minimum: 60 Weight: 40 · Unit: % Formula: F001-percent of target
Aggregation: AVG_001-Max

K01 - Growth [+ Create PDCA](#)

2021-06-02 ~ 2021-06-02

The completion rate



PDCA Growth plan

2021-06-01 ~ 2021-12-31

	2021						
	June	July	August	September	October	November	December
(P) - Plan-A	█						
(D) - Execute-1		█	█	█	█	█	
(C) - Inspect						█	
(A) - Result Act							█

Click "View detail" to view detail page.

[View detail](#)

(11_02 – KPI report, if this KPI has any PDCA will show in the following area)

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BD01 - PDCA (Query) x

BD01 - PDCA (Query)







Management PDCA item. HF_PROG004D0001Q

All Objectives KPI
 All Closed Open-case

Name: PDCA Number:

Start: End:

Total 2 Page 1 / 1 Row 10

#	Number	Name	Start/End date	Close
  	K01-2021-Jun-001	Growth plan	2021-06-01 - 2021-12-31	N
  	OKR-2021-Jun-001	Fix project	2021-06-01 - 2022-02-28	N

→ Edit this PDCA item
→ View this PDCA item detail report

(11_03 – use B01 – PDCA query can click View detail icon to PDCA detail report)

<< Please continue to the next page >>

12. PDCA Detail report

Look (12_01) screenshots. PDCA detail report.

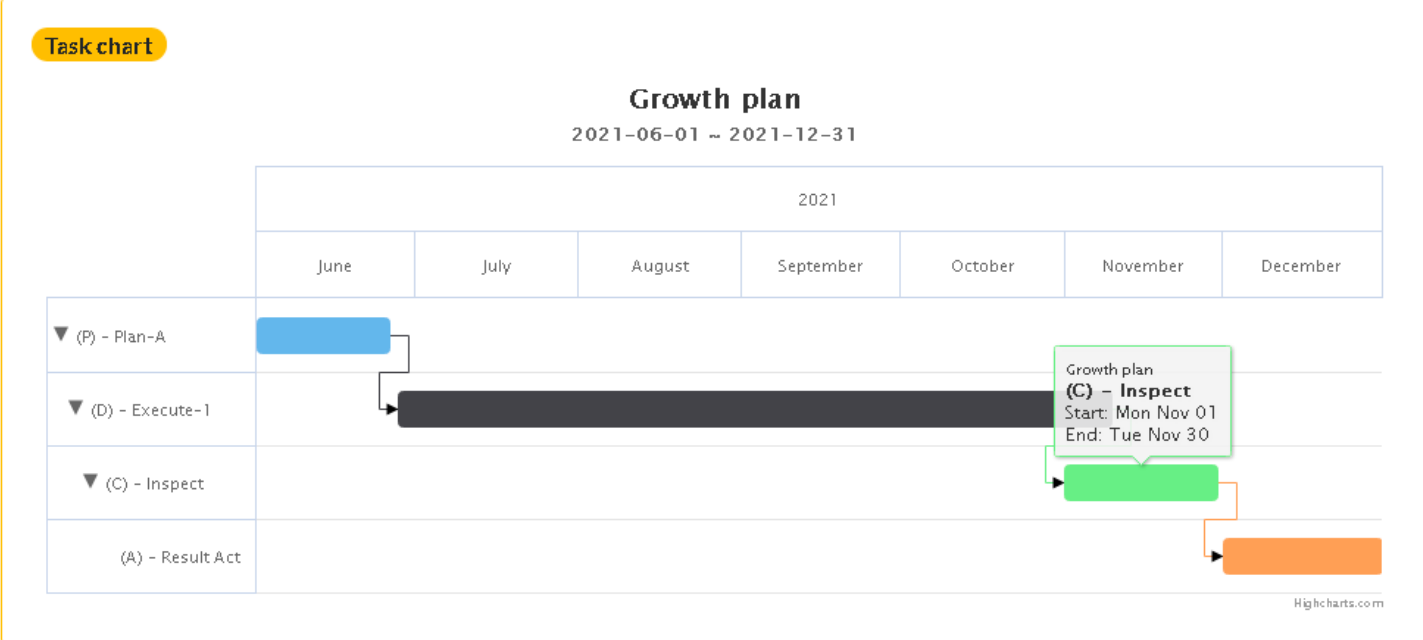
Growth

PDCA Number	Name	Start/End date
K01-2021-Jun-001	Growth plan	2021-06-01 ~ 2021-12-31

Owner:
 EMP001 / admin / Administrator EMP002 / frank / Frank wang

Description:
for TEST!

 **Edit** *click to Edit this PDCA project.*



Plan	Do	Check	Action
Plan-A 日期: 2021-06-01 ~ 2021-06-26 負責人: EMP001 / admin / Administrator, EMP002 / frank / Frank wang 說明: first plan!	Execute-1 日期: 2021-06-28 ~ 2021-11-10 負責人: EMP002 / frank / Frank wang 說明: working...	Inspect 日期: 2021-11-01 ~ 2021-11-30 負責人: EMP001 / admin / Administrator, EMP002 / frank / Frank wang 說明: for TEST! for TEST! for TEST!	Result Act 日期: 2021-12-01 ~ 2021-12-31 負責人: EMP001 / admin / Administrator, EMP002 / frank / Frank wang 說明: Ha Ha Ha !!!

Close description

Enter PDCA project close description

 **Close** *Close this PDCA project.*

13. PDCA Edit

Look (13_01) screenshots. Click "Edit" icon to PDCA edit page.

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BD01 - PDCA (Query) Management PDCA item. HF_PROG004D0001Q

All Objectives KPI All Closed Open-case

Name: PDCA Number:

Start: End:

Total 2 Page 1 / 1 Row 10

#	Number	Name	Start/End date	Close
	K01-2021-Jun-001	Growth plan	2021-06-01 - 2021-12-31	N
	OKR-2021-Jun-001	Fix project	2021-06-01 - 2022-02-28	N

Edit this PDCA item

View this PDCA item detail report

(13_01)

14. Personal board

Look (14_01) screenshots. When login hillfog , first page will show personal-board.

hillfog ☰ 👤

BA07 - Personal board ✕

EMP002 / frank / Frank wang

Personal's OKRs

提升顧客滿意度

Progress: 83%

Objective: 1

Initiative: 1

吃飽沒事幹
0800956956

[👁️](#)

Personal owner KPIs

Y H Q M

Growth (Current Month)

60%

Personal related PDCA projects

Growth plan

2021-06-01 ~ 2021-12-31

	2021						
	June	July	August	September	October	November	December
▼ (P) - Plan-A	█						
▼ (D) - Execute-1		█	█	█	█	█	
▼ (C) - Inspect						█	
(A) - Result Act							█

[👁️ View detail](#)

Highcharts.com

(14_01)

15. Scorecard data

Look (15_01) screenshots.

BA08 - Scorecard



Management scorecard. HF_PROG001D0008Q

Name

Enter name

Query Clear

Total 1 Page 1 / 1 Row 10

#	Name	Create time
 	My Scorecard	2021-06-13 13:49:29

« 1 »

delete scorecard item data.

Edit scorecard item data.

(15_01)

<< Please continue to the next page >>

16. Scorecard create

Look (16_01) screenshots.



BA08 - Scorecard (Create)

Create scorecard item. HF_PROG001D0008A

   **final click this icon to Save**
(All the contents of the Perspective tab have been entered, and the save will be successful)

Vision name *

Vision content * Vision mission *


   **click add new Perspective tab for scorecard.**

Auto allocation weight
click tab to change Perspective item input


Financial Customer Internal business processes Learning and growth

Perspective name * Perspective weight * (25)

 **remove this strategy objective item.**

Strategy objective name	weight	#
<input type="text" value="Enter strategy objective's name"/>	weight value (100) <input type="range" value="100"/>	

[Please select a KPI] **select KPI item for strategy objective. any strategy objective, At least one KPI is required**

Owner KPI	KPI weight	#
K01 - Sales	weight value (100) <input type="range" value="100"/>	

remove the KPI item

[Please select a OKR] **select OKR item for strategy objective. it Non-essential**

Owner OKRs: 提升顧客滿意度  **click "X" icon to remove OKR item**

 **click to add new strategy objective item**

17. Scorecard report

Look (17_01) screenshots.

The screenshot shows the 'BE01 - Scorecard Report' interface. The left sidebar contains a navigation menu with items: BA. Basic, BB. KPI, BC. OKR, BD. PDCA, BE. Scorecard (highlighted), About, and Logout. The main content area has a header 'BE01 - Scorecard Report' with the subtitle 'Query Scorecard report.' and a user ID 'HF_PROG005D00001Q'. Below the header, there are three tabs: 'BA08 - Scorecard', 'BA08 - Scorecard (Create)', and 'BE01 - Scorecard Report'. The main form is titled '1. select vision and frequency' and contains the following fields:

- Scorecard (Vision) ***: A dropdown menu with 'My Scorecard' selected.
- Frequency ***: A dropdown menu with 'Year' selected.
- Start ***: A date input field with '2020/01/01' and a calendar icon.
- End ***: A date input field with '2021/12/31' and a calendar icon.
- Organization ***: A text input field with 'AC / Accounting'.
- Employee ***: A text input field with 'Enter employee'.

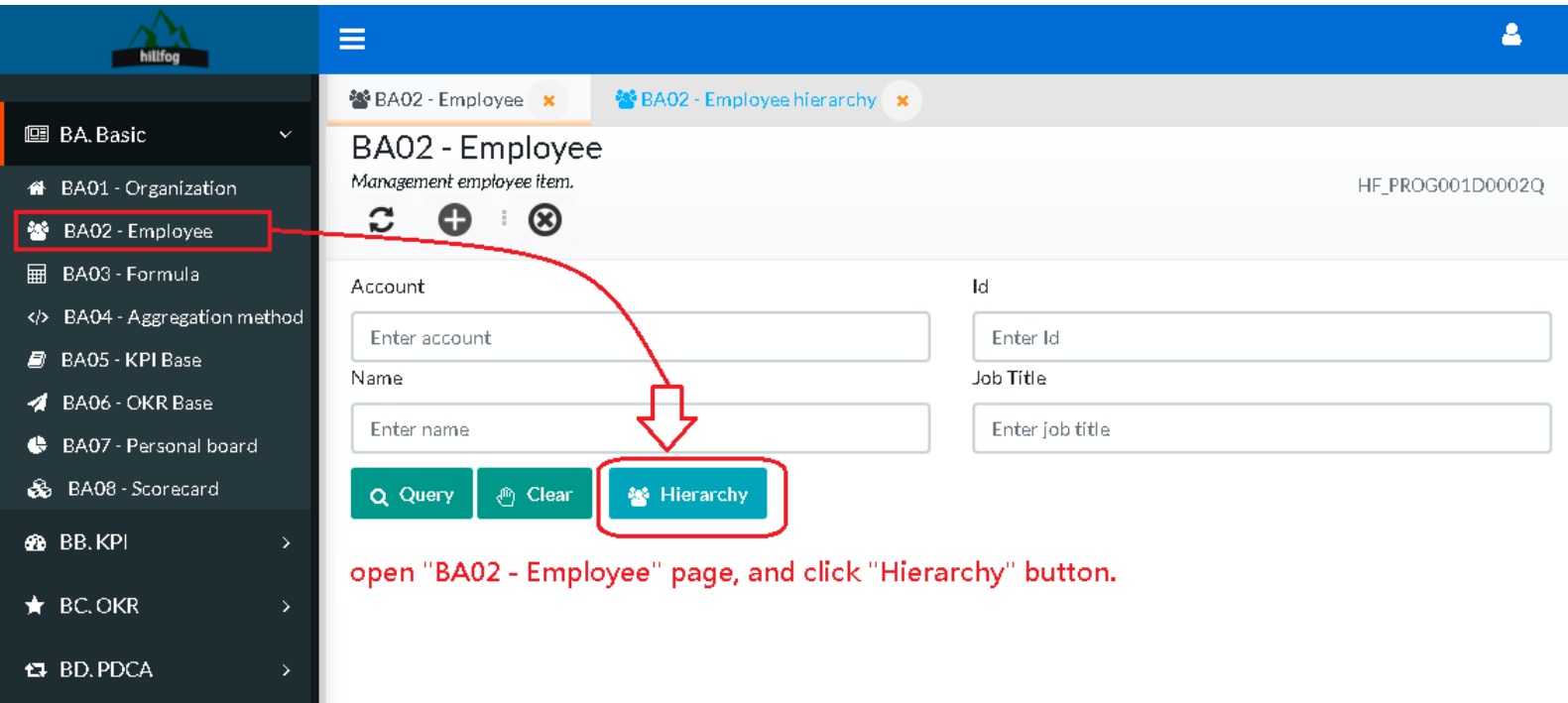
Below the form, there is a checkbox labeled 'No distinction between employee or department measure-data.' and two buttons: 'Query' and 'Clear'. The interface includes several annotations:

- '1. select vision and frequency' is written in blue above the first two fields.
- '2. select start/end date range.' is written in orange above the date fields.
- '3. select for Employee or Organization or No-distinction' is written in red above the checkbox.
- 'After enter success the field, the query button can be clicked.' is written in red below the form.

(17_01)

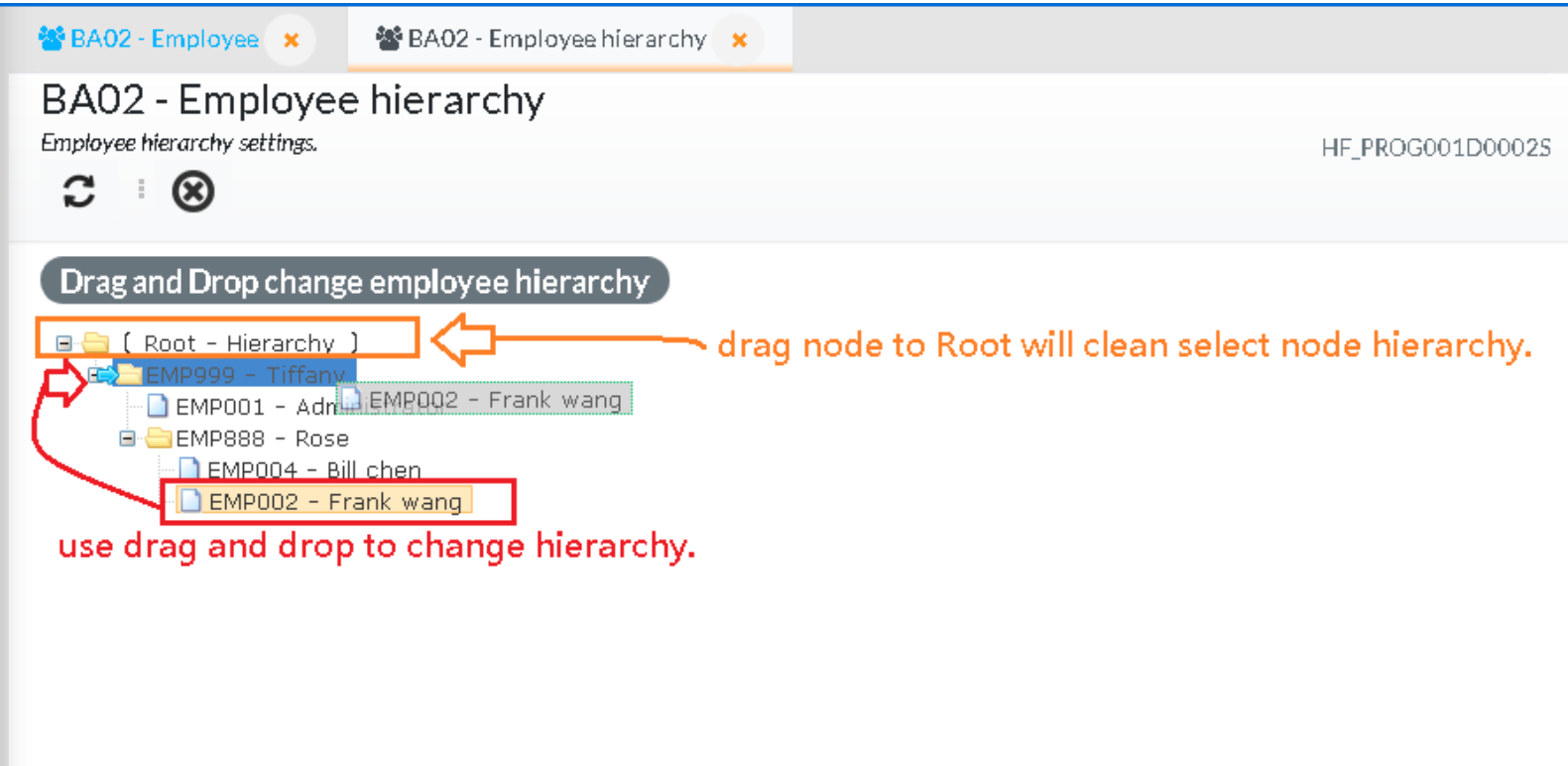
18. Employee hierarchy settings

Look (18_01) screenshots. 1. open "BA02 - Employee", 2. Click "Hierarchy" button to hierarchy settings page (18_02).



open "BA02 - Employee" page, and click "Hierarchy" button.

(18_01)



use drag and drop to change hierarchy.

(18_02)

19. OKR hierarchy view for employee.

Look (19_01) screenshots. 1. open "BC01 – OKR Report" page, 2. Click "Hierarchy" button to OKRs hierarchy view page (19_02).

The screenshot displays the 'BC01 - OKRs hierarchy view' page. The sidebar on the left includes navigation items: BA. Basic, BB. KPI, BC. OKR (highlighted), BC01 - OKR Report (highlighted), BD. PDCA, BE. Scorecard, ZA. Config, ZB. Role authority, ZC. Service, ZD. Log, About, and Logout. The main content area features a search bar with 'Query', 'Clear', and 'Hierarchy' buttons. Below the search bar are filters for 'Start' and 'End' (date pickers), 'Organization' (text input), 'Employee' (text input), and 'Name' (text input). The main content area displays three OKR cards: 'AA' (Progress: 57%, Key Result: 1, Initiative: 0), 'CC' (Progress: 52%, Key Result: 1, Initiative: 0), and '測試' (Progress: 60.5%, Key Result: 2, Initiative: 2). A red box highlights the 'Hierarchy' button, and a red arrow points to it from the 'BC01 - OKR Report' item in the sidebar.

(19_01)

<< Please continue to the next page >>

Example OKRs view for employee hierarchy.

The screenshot displays a web application interface for viewing OKR reports. The top navigation bar is blue and contains a hamburger menu icon on the left and a user profile icon on the right. Below the navigation bar, there are two tabs: 'BC01 - OKR Report' (active) and 'BC01 - OKRs hierarchy view'. The main content area is titled 'BC01 - OKRs hierarchy view' and includes the subtitle 'OKRs view for employee hierarchy.' and a unique identifier 'HF_PROG003D0001H'. The interface features a sidebar on the left with various navigation options, including 'BA. Basic', 'BB. KPI', 'BC. OKR', 'BC01 - OKR Report', 'BD. PDCA', 'BE. Scorecard', 'ZA. Config', 'ZB. Role authority', 'ZC. Service', 'ZD. Log', 'About', and 'Logout'. The main content area shows a hierarchical tree structure of employee cards. Each card represents an employee and includes their name, role, a profile picture, and a progress bar indicating the percentage of OKRs processed. The hierarchy is as follows: EMP999 - Tiffany (General manager) is at the top, with a 51.00% progress bar. Below her are two direct reports: EMP001 - Administrator (System administrator) with a 60.50% progress bar, and EMP888 - Rose (Business executives) with a 52.00% progress bar. EMP888 - Rose has two sub-reports: EMP004 - Bill chen (sales) with a 60.50% progress bar, and EMP002 - Frank wang (Financial officer) with an 83.00% progress bar.

Employee ID	Name	Role	OKRs process (%)
EMP999	Tiffany	General manager	51.00%
EMP001	Administrator	System administrator	60.50%
EMP888	Rose	Business executives	52.00%
EMP004	Bill chen	sales	60.50%
EMP002	Frank wang	Financial officer	83.00%

(19_02)

20. OKR progress view for organization/department.

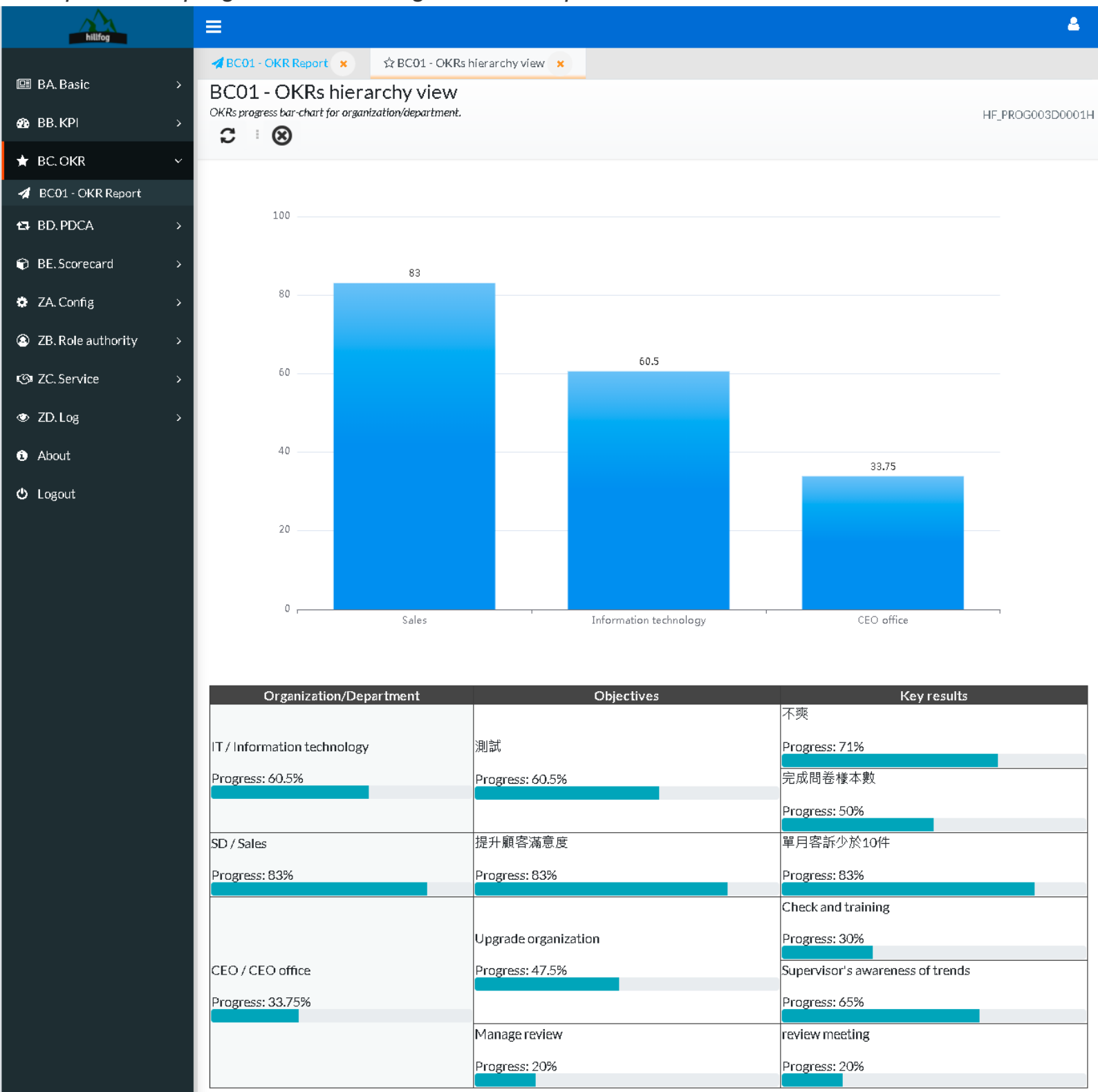
Look (20_01) screenshots. And click "Organization progress" button. screenshots (20_02) is progress result.

The screenshot shows the Hillfog OKR progress view interface. On the left is a dark sidebar with a menu containing items like BA. Basic, BB. KPI, BC. OKR, and BC01 - OKR Report. The main content area has a top navigation bar with buttons for Query, Clear, Hierarchy, and Organization progress. A red box highlights the 'Organization progress' button, with a red arrow pointing to it and the text 'click this button'. Below the navigation bar are input fields for Start and End dates, Organization, Employee, and Name. The main content area displays three OKR cards: 'Manage review' (20% progress), '提升顧客滿意度' (83% progress), and '測試' (60.5% progress). Each card shows progress bars, key results, and initiatives. The 'Manage review' card has 1 key result and 0 initiatives. The '提升顧客滿意度' card has 1 key result and 1 initiative. The '測試' card has 2 key results and 2 initiatives. A quote is visible under the '測試' card: '活著的目的不在於永遠活著，而在於永遠活出自己。別人怎麼評價你都不重要，最重要的是自己得看的起自己。這就是人生，你不想改變它，那麼它就會改變你。簡單的事後總結都是無用的，關鍵是事前能夠預期的某些瀑布之所以壯觀，是因為它沒有退路。成熟不是因為心變老了，而是眼角掛著淚的時候卻還能微...'

(20_01)

<< Please continue to the next page >>

Example OKRs progress view for organization/department.



(20_02)