

Failure brought our team to where it is now

This week's rollover has been very exciting for my company as we finally got a "Great" from the dog. It was very surprising to us as our SHV took a dramatic increase moving us in a decent position in relation to the overall rank in class. It is a great feeling to accomplish what our team has achieved together so far because we were initially in the lead of our world for a few weeks then falling to the bottom and finally to the top again. I believe that our error of not putting enough attention into the HR side of the operations and negligence of past data analysis blinded us. Greiner (1972) mentions that a "company's problem and solutions tend to change markedly as the number of employees and sales volume increase". I agree with Greiner's argument because in the year 2017 our production increased along with SCU and we had forgotten to check whether we had enough factory work staff members along with a huge boost in bike production. Also our mistake for overspending on advertising and being unable to meet the demand of the customers resulted in our SHV to decline significantly. As a result our team snapped out of our comfort zone and we had collaborated to find out what went wrong in order to understand and improve on for the future. This 5th phase of growth (Greiner L, 1972) through the practice of collaboration became a whole team learning process as every individual became more alert in relation to our company's production efficiency and operations side of the organization. I believe that from the mistake we made in 2017 helped our team to become more strong and aware of how to compete in this simulation. For those who needs more details on what we did to improve this problem, we adjusted the amount of employees and played around with salaries and training to balance with the SCU and production. Peter's spreadsheets on how to calculate these figures also helped a lot and made decisions more justifiable and agreeable to enter in. From that dramatic rollover in 2017 prior to our present rollover we have been able to avoid the same mistake and simply work in a harmonized fashion. In addition I have great confidence in my team heading to our final rollover but at the same time we do not want to feel over-confident and underestimate our competitors. Although we climbed our way back to the top of our world and as much as I would love to brag about our success and organization, we still have to respect what other teams can accomplish and what they are capable of doing in next week's final double rollover. Good luck everyone.

Greiner, L. E. (1972). [Evolution and revolution as organizations grow](#). *Harvard Business Review*, 50(4), 37--46.