

Importance of Learning from Failure

MGMT 300 – Learning Journal Week 07

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Week 7 has now passed and I have to say that this course becomes more enjoyable as I progress, with my team, through the roll overs for Mike's Bikes. My teammates are very hard working and are fun to work with. Our rollovers for Mike's Bikes have been an overall success and we have learnt quite a lot in order to get to the steady point we are at now. However we are not doing as well as other companies and I am left with questions such as how did we learn new things? And exactly how do we get to the point of being successful and more confident in regards to making decisions for Mike's Bikes? According to Argyris (1991) many organisations are not focused on learning but only focus on solving problems externally therefore primarily concentrating on correcting mistakes based on the external environment. People must also focus on internal attributions and consider improving their own skills through learning from failure in order to reach their full potential (Argyris, 1991).

Argyris (1991) explains that people who have rarely experienced failure usually are closed off to other opinions and often get frustrated when they are critiqued therefore it is impossible for them to learn new things in regards to changing their own opinion and their way of doing things. The importance of failure is also demonstrated through the use of Daudelin's processes because failure acts as the catalyst which drives the identification of a problem therefore it is the starting point for reflection (Daudelin, 1996). The ability of reflection allows us to learn (Daudelin, 1996) as I remember as a basketball player I constantly had to miss shots and in order learn how to improve my technique. If I didn't fail I can see how I would become more arrogant and less likely to listen to other people's advice on how to improve.

From this week I can say that failure is almost necessary and definitely beneficial because it causes a person to reflect (Daudelin, 1996) and therefore learn from their mistakes as my group for Mike's Bikes can adopt to the external business environment (the competition) but also reflect on our own skills and decisions to improve as a team internally which is necessary for success (Argyris, 1991). I now understand what it takes to truly succeed and that failure isn't as bad as most people perceive it to be, as I now appreciate failure as a chance to learn new skill and knowledge so that I can not only help my team in Mike's Bikes but also improve other areas of my education.

References

Argyris, C. (1991). *Teaching smart people how to learn*. *Reflections*, 4(2), 4–15.

Daudelin, M. W. (1996). *Learning from experience through reflection*. *Organizational Dynamics*, 24(3), 36–48