

Learning From Bad Mistakes

After a tough roll-over last week (week 7) of reaching a SHV of \$1.01, our team had many strategic decisions to make. The major one was how were we going to get out of our position – either by doing it alone or being taken over by another company (not an ideal situation). Now after the roll-over we survived with a SHV around \$7, not ideal but at least we are out of the mud for now. So what I have learnt this week is how you are learning through work experience.

As noted above our team didn't do well at all last week but we are slowly getting ourselves out of trouble. The problem was that we didn't learn from the previous week when our SHV decreased from the previous week. Davies and Easterby-Smith (1984) explained in detail about the different learning and development stages affects different people. For me personally I relate back to the article where Kolb and Fry (1975) refer to "learning as a process which may occur as a result of specific interactions with the environment". I believe that the environment within Mikes Bikes relates back to how competitors are doing, reading through the reports that are relevant to me as R&D director, and also the impact of other team members and how their decisions can impact mine.

What I learnt from the process above is that the learning process is forever part of us in what we do. It doesn't matter what we are doing in our life's we are learning and developing all the time. What I learnt from the roll-over is that I over predicted what would happen in the market dramatically which made our team receive such a low SHV. I was then able to reflect upon my actions for this roll-over and it showed a huge difference where inventory left over for all our products were all less than 1,000 compared to the 26-52 weeks inventory we had earlier.

Obviously this learning process is still being developed and it will be continuing for the coming weeks so I haven't been able to test the learning process fully yet. I am looking forward to how the Davies and Easterby-Smith reading will test my learning and I realize our team still has a long way to go in the roll-overs of Mikes Bikes.

Davies, J., & Easterby-Smith, M. (1984). [Learning and developing from managerial work experiences](#). *Journal of Management Studies*, 21(2), 169--182. doi:10.1111/j.1467-6486.1984.tb00230.x