

# Busy Doin' Nothin'

For this week my learning has been based around the concept of growth and understanding. The problem I have attempted to address this week is how to communicate between my team members and our goals for the week alongside our subsidiary team and what results they may wish to garner this week. From last weeks rollover my team once again had the cash to develop and grow our business once more, but a recurring theme has developed in terms of how my teams rollovers results develop. Currently, we are on a trend where one week we do good, but then recover our losses in the next week only to once again successfully repeat the process that as a team we believed we had finally overcome. It proves how MikesBikes is a developmental programme where once you have developed your knowledge about one aspect another issue tends to arise. It encouraged my learning, but it also challenges me to completely understand the full ramifications of our actions and then deciding if the actions I performed were aiding or ruining my teams success.

Therefore, this week it was my aim to create greater communication between members of both groups and to break our trend. At first I thought that this would be an easy enough challenge because we simply needed to place an emphasis on our growth strategy and cater towards the market we have set ourselves in (Baghai, Smit, & Viguerie, 2009). Though after our first initial meeting with our newly brought company our team now had fewer days where we could discuss our decisions, which now had the extra pressure of doing well in order for the other team to succeed in their rollover as well. This proved to be a difficult feat with our CEO unable to attend our meeting on Wednesday our rate of productivity decreased, which demonstrated the importance of a leader and the way in which our roles have created distinct characteristics towards our business (Collins, 2005). This was an eye opener to me because I had not realised how much the characteristics of our roles had placed certain dimensions upon our behaviours and may in fact be hindering my own performance to contribute towards the growth for my team, and therefore, the additional team. This thought made me second guess myself and I was worried that our lack of communication and development throughout the week would hinder our results at the rollover. To a point our decisions did. After being remotivated with the return of our CEO our team came together and we were able to come together and create a thoughtful analytical strategy after looking at both our reports and those of the teams that we are in direct competition in (Davenport, 2006). I criticise myself in saying that the other members of my team were more successful in their implementation of this then myself simply because I still feel like a fish out of water with the decisions from my own role then those of another. Furthermore, this meant that my problem from last week of growth and understanding was still not resolved through careful research and reasoning, which has sadly left me feeling a little disheartened this week. Our results allowed us to gather more sales and market share, but our share price is still going down. I know where I went wrong as the HR manager, and it frustrates me that I simply do not appear to be taking the advice from my own learning journal where I see where I went wrong and what in hindsight I should have done, but I don't appear to be applying any of this knowledge towards our final decisions. In hindsight our strategy was a success, but we were simply spending our cash because we knew that our competitors had the cash and therefore, to compete we had to match them. In reality we should have carried on with the same strategy, but most definitely should have spent within the means that we currently have. Currently our overall strategy seems to be to go big or go home since there are only three more rollovers till this is all over. It has both benefits and negatives, but currently it does not make our business a stable one, which I believe is the my problem for the coming week: Stabilise our business.

On the other hand our relationship with our subsidiary team is working towards our benefit. I do not know if they would be thinking the same thing at the moment, but for now we are working together as one unit. This week will prove further challenging with our own company being purchased. It creates a number of new communication channels, which is already a challenging network to manoeuvre. It further emphasises the problem that I have attempted to address this week with a real lack of development or growth, which also underpins my overall goal of developing my knowledge and growth into how this business simulation works and its relevance towards the real world. Therefore, I sadly have to admit that I have simply taken a few steps back from where I was and now have to pick myself back up and attempt to once again develop my understanding and knowledge to become a true team member to my team and help us hopefully to succeed in these last few weeks.

## References:

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