

Still learning...

8 weeks into the course, I am still finding myself learning new things about MikesBikes, and the course as a whole. Whether it be how the other teams are performing (through a snapshot of the week that Peter provides), or through our own actions and the inevitable consequences of those come 5:00pm on Thursdays. This week was no different, and in fact, has probably been the most challenging week for my MikesBikes team.

Learning and Developing from Managerial Work Experience (Davies and Smith, 1984) outlines that 'learning' refers more to short term episodes, whilst development depicts a more broad picture of where a particular manager is at in the learning process. With this in mind I may personally be misled to say that I am still learning, as I have (to some extent) learned of the tools and the basic structure of MikesBikes. I, and my team, could be in a further stage of development, whereby we have now realised a new challenge that was unbeknown to us prior to this week, and thus have a greater capacity to learn.

This week on MikesBikes we encountered a few issues throughout the week. Firstly, our costs were high and we needed to decrease this. Our first aim was to decrease the planned production units as there were a number that were kept in stock and not sold. Secondly, we wanted to decrease the inspection percentage as it was costing a small fortune. However our adjustments didn't work out as we had anticipated, and the week was the worst we had experienced for the duration of our MikesBikes journey. Interestingly, it came about at a time when a number of team-mates weren't consistently turning up to meetings.

This presents a whole new challenge now, and the week ahead will be one of reflection and re-adjusting again, however the challenge is exciting.

References:

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