

# Connecting the dots

Moving on from my journal last week there are a few things that I know I can work on to improve my writing. I am going to follow Daudelins (1996) 4 step process closer to ensure that I can work on my issue rather than just talk about it, ensuring a better reflection.

The main problem that I identified this week was incorporating everyone's different roles and ideas into one complete decision making process. This was a problem as everyone's different sections have major influences on one another and it can lead to serious consequences if they do not align.

Everyone had allocated jobs relating to their role within the company. When it came to actually meeting up on the wednesday to finalise decisions within the simulation there was still a lot of talk that seemed unnecessary. I can identify that we have a vocal team, so we should try use this to our advantage to help aid our decisions, by ensuring everyone understands each others decisions and how they affect their own. I should trust my teammates decisions but also help when I can to quicken the decision making process.

The reading by Yukl (2013) strongly emphasizes that networks can be used to solve problems. Understanding this is key to the success of our team as cooperating and creating two way relationships between each other is very important. Another theory from Yukl (2013) was the managers dependence on a cooperating team. I think shared leadership within the simulation is important, and to make it easier if our CEO can rely on us at a lower level to work together and create a solid base for the company then the simulation becomes easier. Putting these theories to use will help us create relationships within our company to strengthen ties between different roles and further develop how we run the simulation.

As far as action goes toward the problem, I think preparing for each week as far as our decisions go is important, while also preparing for any questions that might arise from other parties within the company. For example if Operations makes changes to the capacity then this will effect how many extra staff need to be recruited by HR, and also affects the amount of training required.

Overall the performance after the first real rollback was not awful, however there is much room for improvement. Implementing small changes within our company will lead to undoubtedly greater results that we will for sure be happy with.

Yukl, G. A. (2013). Nature of managerial work. In *Leadership in organisations* (8th ed., pp. 23-47).

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