

Yvonne in LAST MGMT course

Learning Journal 03: Running a Bike Company

It has been a hugely successful week for my team and I, especially having transformed our struggling bikes company to an effective and efficient entity. Putting that success aside, I take this opportunity to improve my learning journal through an insightful reflection. Daudelin (1996) directs readers to use a four-stage approach when making reflections. Starting with the articulation of the problem, a teammate approached and informed me about the irrationality of the team's decisions when managing our Bike Company. The teammates appointed me as the leader for the operation.

Based on Daudelin's model, the second stage involves analyzing the problem and identifying the causal agents of the problem (Daudelin, 1996). I noted that the team was failing because of disjointed efforts. As the leader, effective teamwork required harmonizing the team, clear role assignments, and proper communication (Oakley, 2004). Therefore, I ensured that the team members participated in bonding activities and eventually became a cohesive team committed to a mutual goal.

The third stage focuses on formulating and testing theory explaining the underlying issue. The main question is how could we fix the problem? As the leader, it was my responsibility to provide direction to the team. According to Hammond et al. (1998), the human mind gives disproportionate weight to the information that it receives first. To avoid feeding our minds with unreliable or wrong information, we held a meeting where I proposed that we use evidence-based data to make logical and accurate decisions.

The last stage entails action. According to Buchanan & O'Connell (2006, p. 34), risk is an inescapable element of the decision-making process. For this reason, we used the expected monetary value analysis and ascertained that the risk involved was acceptable. Yuki warns readers against using emotionality to make decisions (Yuki, 2013). We preferred basing our decisions on rationality and, thus, we conducted a thorough environmental analysis of the business environment, which laid the foundation for making effective management decisions.

Over the coming few weeks, I will focus on establishing a strong team dynamic amongst the group to guarantee the success of our Bike Company beyond the foreseeable future.

References

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