Group description:

Our group consists out of five persons: two Slovaks: Michaela and Matej, two Poles: Daniela and Michał and one Spaniard: Remedios. We started as a four-member True Slav Group and increased in number in the end of November by being joined by Reme and becoming an Almost True Slav Group. Even though it may seem as if Poland and Slovakia are very similar due to the fact that they are in a short distance from each other, it turns out that Poland and Spain are closer in the cultural aspect. It is shown on the figure below:

However, the differences were not that evident and they didn’t have any negative influence on our work. We are a well-cooperating group and the cultural differences were more often a reason to laugh together then a reason of an disagreement.

Figure 1 Country comparison from https://www.hofstedeinsights.com/product/compare-countries/

What make our group well-cooperating and well-balanced are our Belbin roles. Having taken the Team Role Inventory Test (<https://studienet.via.dk/Class/IT-CSE1V-A17/_layouts/15/WopiFrame.aspx?sourcedoc=/Class/IT-CSE1V-A17/Session%20Material/Belbin%20Team-roles.xls&action=default>), we compared the results with our experience, basing on assignment work in class and the work on the first stadium on the Semester Project. What we found out is as follows:

|  |  |  |
| --- | --- | --- |
| Member/ Belbin roles | The Team Role Inventory Test | The reality |
| Daniela | Shaper, plant | Shaper, team worker, plant |
| Michaela | Everything balanced | Everything balanced |
| Remedios | Team worker, resource investigator | Team worker, resource investigator |
| Matej | Team worker, complete finisher, implementer | Team worker, complete finisher, monitor evaluator |
| Michał | Coordinator, resource investigator, complete finisher | Coordinator, complete finisher, specialist (in case of IT) |

As the table shows, we are a well-balanced group, containing almost every possible team role and without many repetitions. What that means, is that we have someone who will come up with new ideas, motivate us, help resolving problems, provide technical knowledge, double check the done work, etc. Knowing our Belbin roles helped us also to understand our role in the group and some of our behavior. To take an example, knowing that shapers and coordinators usually argues provided us the reason of the arguments between Michał and Daniela.

Having stated the Belbin roles, we entered the initiation part of the project, containing of creating risk assessments, formulating a group contract and writing the project description. The risk assessments are presented in the table below:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| RISK | PROBABILITY | IMPACT | EFFECT | RISK REDUCTION ACTIONS | RESPONSE |
| Group member’s illness | Medium | Medium | Time | Divide group work in small tasks | Redistribute group work |
| Technical  breakdown | Medium | Medium | Time, completion of key tasks | Work with reliable technical equipment, Backup important files | Replace with alternative equipment |
| Group member’s sabotage | Low | Medium | Time, concord among group members | Team-buildings | Redistribute group work |
| Unrealistic planning and scheduling | High | High | Time, full project completion | Detailed pre-analysis of time schedule | Postpone deadline |

The reason we made them, was to first of all prevent them from occurring and if any of them occurred, to be prepared and know how to handle the situation. However, another risk came across, which was getting a new member. Fortunately it didn’t cause any troubles and just made our group stronger.

The next thing we focused at was formulating the group contract (see appendix). It was important to state the ground rules and prevent procedural conflicts. It also helped us to realize what we should do to stay motivated and how to create a friendly work environment.

The last part was writing the project description.