

Warning to All Students:

Dear Students,

I have regularly noticed that most of you are not attending physical class or online lecture (since we are doing it in hybrid mode). I hope you would follow lectures I uploaded to the Courseweb from the beginning.

As I emphasized at the beginning of the lecture series responsibility of learning lies in your hands. But when I was going through your mid-semester answer scripts, I noticed that only few students are keen to follow this module. Since this is a compulsory module and normally the final exam is difficult for students who have not prepared well, I kindly request all of you to listen to lectures uploaded, go through lecture slides thoroughly, and read notes I uploaded to the Courseweb page thoroughly to prepare your self for the final exam.

I just mention below the answers most of you have given for the mid-term paper essay type question to alert you for better preparation for the final exam.

Please read below the expected answer and the answer given by most of you. Please read them all and make sure you will follow all the lectures before the final exam.

Thank you.

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Please continue your reading:

The question was:

You are an exco member of SLIIT Students' Interactive Society. You have been asked to develop a year plan for the next year. You were asked to prepare a creative year plan with a lot of new ideas since SLIIT student population is growing and have more diversity than before. You were asked to create 6 member team for this task.

What four Belbin team roles do you consider most important to achieve this task? Justify your answer.

Few students were given following answer:

Student 1:

Belbin team roles are classified into 3 types. which are action focused, thought focused and people focused. Since this is a student interactive society which has to deal with more students and has to interact with them more often and in an effective way, I would like to go for 2 people focused roles, 1 action focused role and 1 thought focused role.

So in the two people focused roles, firstly, I would select team worker role - Team worker is a role where the role has to be cooperative with the team, should have mutual respect to other team members, should work in an effective way to fulfill the team's aims and motives. This society has to interactive more with the students. In order to that the team has to have a proper bond and relationship between the members first. Second role is coordinator role - This role has to be more enthusiastic and extroverted, should always find for opportunities in the situations and coordinate with others. Finding opportunities where they can more interact with the students is important here. More students expect enthusiasm in all aspects. These are the reasons why I chose these roles.

Next is a thought focused role - I would select plant for this role. Plant is the role which has higher capability to solve problems. This role can turn problems into solutions. Plant gives their ideas and thoughts for problem solving in a creative manner. An efficient team should be able to solve all the problems they are facing. Dealing with students may cause a lot of problems because SLIIT has students from different places and religions. There is culture, gender, age and religion diversity in SLIIT. In order to solve the problems and issues arising between them there should be a problem solving role. That is why I selected plant for this role.

Last role is action focused role. Even though there are thought focused roles and people focused roles there should be someone to turn ideas into actions. Implementer - this role works towards achieving the goal, this role turns ideas and thoughts into actions. In order to prepare a creative year plan, SLIIT student society has to organize more events and workshops to increase the bond between students. So for organizing events, only ideas is not useful, ideas should be implemented. There should be role to put their full effort and hard work to achieve their goal and complete it successfully. That is why I chose implementer.

So finally I have chosen teamworker, coordinator, plant and implementer for the team. 2 team workers, 1 coordinator, 1 plant and 2 implementers.

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Student 2:

Plant - The person known as the Plant is inventive and artistic, coming up with fresh concepts and methods. Someone on the team who can generate original and creative ideas that will pique the interest of the varied SLIIT student body is absolutely necessary for the job of creating a year plan.

Implementer - The person who puts concepts into practice is a sensible, trustworthy individual. They are adept at arranging and planning, which will be crucial for ensuring the year plan is effectively carried out. The team can benefit from an Implementer's guidance in staying on task and committed to reaching its goals.

The resource investigator is an eager, gregarious person who excels at networking and forming relationships. They excel at collecting knowledge and suggestions from outside sources, which will help develop a year plan that is interesting and pertinent for SLIIT students. The resource investigator can assist the group in spotting new possibilities and staying current with emerging trends and developments.

Coordinator - The coordinator is a composed and assured person who can assemble the team and ensure that everyone is pursuing the same objectives. They excel at task delegation and resource management, which will be crucial for the seamless operation of the year plan creation process. The Coordinator can ensure that everyone's abilities are employed well and that the group is cooperating to achieve a common goal.

In conclusion, it is crucial to have a fair blend of Belbin team positions, including the Plant, Implementer, Resource Investigator, and Coordinator, for the job of creating an innovative year plan for the SLIIT Students' Interactive Society. These positions will make it easier for the team to come up with new ideas, implement them, collect data from outside sources, and collaborate successfully towards a common goal.

But most of the students have given following answers, which are unacceptable as correct answer. Therefor they are given zero marks out of 10 marks.

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Because of having more population, we must need schedule our lectures as online and physical. then we can reduce population inside campus. As a second year student we can't do our own works in study areas. Mostly first year students came there and shout very well. Then we need hybrid lectures for more populated batches.

Having hybrid lectures are very easy to manage all the things like exams , canteen , study area availability. I don't know about belbin team roles.

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hard team work and the good leadership new ideas in the team work.

manage the year plan with group members.

Reassure student that everything is going to be all right and that campus upper management is working to develop an effective plan

Minimize discussion about the rumors until a clear plan is ready for implementation this gives senior managers time to develop an effective plan.

Make student work under a pressure situation until senior management provide a solution. Invite student to express their concerns and shares ideas to help ease the stress they are feeling and to empower them to work together to contribute towards a shared solution.

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1.time management

2.project management

3.team management

4.customer management

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Team

Task

Individual

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year plane for the the next year

Upcoming year as exco Members of sliit wee decide to start new year with a complimentary celebration contribute with the all of student and the all of the members of included the staff and the lecturers.

according to the plane : we gain monthly plane for boosting notifications about our events and educational programs infomaion with the students. so we create inner information dashboard with the student portal.

1 monthly event are regenerate without disturbing the examination time periods .

2 event management are totally hand over to the out entertaining company. because student may have to focus during the studding.

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A team leader who guide the society and taking the necessary steps to achieve goals.

A member who taking decisions and discuss with other members and provide the final decision to the leader.

A member who collect the information such as the requirements of students, providing different methods to give their opinions to fulfill their requirements

A member who prioritize the work and decide the time period that which period of time that will have to finish

Meet all the members of a particular day and firstly talk the task which will have to achieve by them. Then decide the requirements and the data which were collected and prioritize them. Gather the other opinions from the other members and discuss all of them and capture the mot important ideas and requirements above them. Then start to achieve them from the most important to least important and finish the task within the given time period.

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I propose diversity team for this task. When creating year plan it helps to influence team effectiveness.

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1.Leader-The person who need to maintain the group and at the same time and at the same time he/she need to divide the works between group members. The leader must to take care the tasks for year plan and he need to execute that plan on time. Whenever if there is problem in the tasks the

leader must need to identify the problem and discuss with group member and try to solve the problem. The leader must know to about the process and the member's contribution.

2.Co-Leader-When the leader is not that place this person need to take responsibility of the group. He will do the same tasks as leader

3.Treasurer-The person who maintain the money related stuff in the year plan. He must always be aware of the expenses and the incomes during the paln.

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Prepare a plan first

Analyze the struggles that we are going to face or the problem that we are going to solve.

set the goals

forming a team to achieve that goals

If we face the issues in forming a team then do the brain strom session.

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As a member of a SLIIT students interactive society, I have to prepare a creative year plan for the next year than the previous year because of the SLIIT student population is growing and have more diversity than before.

Firstly I identify and define necessary decisions for the year plan. Then I ask other team members ideas about it.

Then we take some decisions according to the SWOT analysis and unaware of weaknesses and threats that occurred in previous year. then we explore alternatives .then we prioratise necessary plans and then crate the year plan according to the highest prioratise task. make the year plan

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1 member do some develop for the next year tasks. and list to what to do the next year.

2 member lead a team to finish there task one by one .

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Create a Mini Film

Director - Director by film project

Production Crew - Costing manage this project

Photographer -Taken all Photo

Screen Creator -Create to all dialogs

Videographer -video editing

Actors -Acting this film

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First I should organize awareness programme about we should do synthesis event on next year. then we collect and categorized some plans in order to do. we should make a time duration period to do that plans.

first we collect some funds to do event. It we can using distribution some T - shirts , we can held some small event that functon. after we can some funds for Synthesis event. after team divide in to some part for doing task for Synthesis. it divide into team members using some task that event we can do it properly.

According to the Belbin team roles using achieve many task. People ,planet, proity these are the belbin team roles,

some role has some problems. they role of overload, role complecated,Human Nature, Abdcation etc.

it we can get many solution. these are re delogation, un emoshionally etc.

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Holi Festival - Starting off the year with a colorful interactive festival which is enjoyed by various communities globally. For this event we need various roles such as an implementer and a co-ordinator

Avurudu Festival - This festival is mainly focusing for both the sinhala and tamil Students yet any other person can participate and enjoy the cultural games and food and be part of the community, a monitor is required for the financial aspects of the project

Thai Pongal - This festival mainy focuses on the hindu people, yet anyone can join in and participate to make the event more diverse and colorful

Vesak Festival - This festival includes the culture of Lord Buddha and his remembrance of his life journey, lanterns, flags, "thoran", will brightly light up the night and be a wonderful event

Board Outing - After tremendous amount of work, its also important to focus on the well being of the members of the Board, why not take a adventurous trip to get to know the members better and improve companionship

Ramadan Festival - this is mainly focusing on the Islamic community yet any other person can join and participate

Musical Festival - This musical festival is different to others as it has a variety of diverse artists spanning across languages but going with the same beat to maintain pace.

LGBTQ+ awareness camp - This event focuses on diverse expressions of sexuality for the adults who identify as LGBTQ+ this aims to further accepts the identity of diverse people

Christmas gathering - This wonderful event focuses on gifting presents to one another and decorating the premises from christmas lights and Christmas trees, spreading love and join to all the communities celebrating Jesus.

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I can create very success year plan for respective year using belbin team roles .Day by day SLIIT population is increasing.so It must be created very critically.I can interview the who are the members in group and ask about their skills.so finally compare their decision and go through their skills.I should provide to them what are thins to do in this period,get their personnel information(health,family background) .after I should assign to task to them fairly for their consent.I should noted to their age,race,religion,gender.if we are in different religions,we can share more knowledge to build up our year plan.if we are diffrent age ,we can share information,knowledge to build up individual part.how ever we must prevent to discrimination ,conflict ,anger..etc likewise problem happen among us. gender is also good diversity quality.women and men encounter is the best way achieve target our without stress.if we have both gender people,we should assign task for to the knowing their capacity.some time women is very clever,some time men is very clever,so we can share our knowledge for increase our task effectively.In the present world ,diversity is used for the diverse manner and build up their organization. if we do our task friendly,we can achieve our goal quickly.Affect, Cognition, Behavior are also can be used create a good plan. how ever we should work with different variety of people ,then we can increase our knowledge.finally discuss with members and listen to their advice,accept their stuff.finally step by step I can create the very successful year plan.

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