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## **Bachelor Project Group Contract**

Group Name:

**Group 6**

Date: **10.09.2021**

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Below are the terms of conduct and cooperation that were agreed upon by the members of group 6.

**Participation:** We agree to....

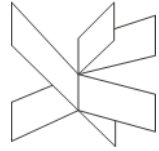
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- **Strive to participate in meetings or classes on time, both online and offline.**
  - **All members must show up for all group meetings and related activities, and absence should be well-reasoned.**
  - **Tasks will be equally distributed among the team members.**
  - **Group work and tasks have priority over all other school tasks and shall be done and handed in on time**
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**Communication:** We agree to...

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- **Communicate in a calm manner with respect to other members' opinions.**
- Official communication and document storage will be conducted via the MS Teams group. As for informal communication, discord, Facebook messenger will be used. All members will have access to the phone numbers of all the other group members in case of an urgent situation.
- All members will participate in every discussion, whether it is conducted via group chat, via the internet, or physically.
- All members must be open in terms of discussing conflicts/problems and their solutions.
- All members should express themselves, especially if they believe a task/problem/issue can be solved in a better way.
- All members need to respect other members opinions.
- All members should ask for help if they need it.



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**Meetings:** We agree to...

- Follow above mention rules.
- Be in meetings on time.
- Log the meetings.

If a meeting must be rescheduled, it must be done with sufficient prior notice.

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**Conduct:** We agree to....

- **Criticism needs to be conducted in a constructive calm manner.**
- Members must respect each other.
- **All members need to follow the project plan.**
- **All tasks need to be performed the correct way.**

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**Conflict:** We agree to....

- Should any group member violate this contract, a warning will be given. Any further contract violation could resolve in being banished from the group.
- In case that a problem/conflict cannot be resolved among the team members, supervisors will be contacted.

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**Deadlines:** We agree to....

- All team members will work on group tasks collaboratively.
- All the tasks and hand-ins must be checked before the actual deadline.
- When referring to deadline, there are two deadlines, soft, 24 hours prior to the official deadline and hard deadline, the official deadline<sup>1</sup>. If possible, the aim should always be the soft deadline.
- If a member cannot meet a deadline, they must share this information as soon as possible to find a solution.

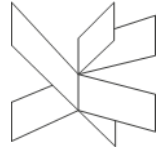
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**Other issues:** We agree to....

- All tasks need to be specifically documented.

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<sup>1</sup> Deadline set by VIA University College.

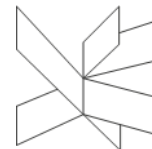


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**Group members' signatures**

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Group member name	Student number	Signature
Toma Chan	285035	
Eduard Fischer	282624	
Vaclav Dvorak	285049	



## Group Description

Based on the Hofstede cultural background <sup>2</sup> (Figure 1) of the groups' members, we have a small difference in power distance and individualism.

However, despite the gap in power distance, there has been no real leader in the group. The people of the group who have taken initiative have been those, whose E-stimate profiles

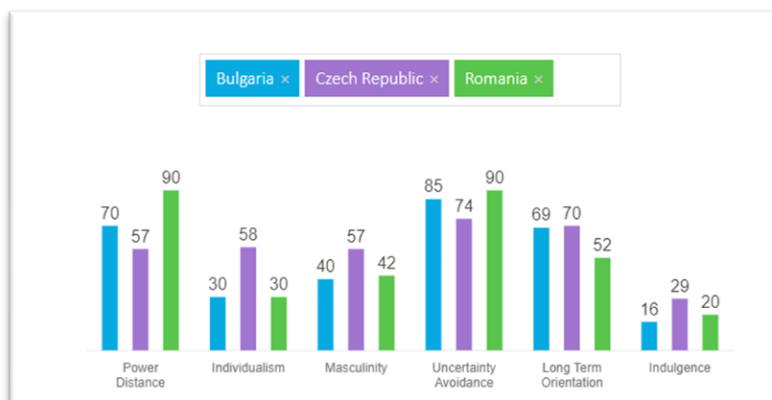


Figure 1 Hofstede's cultural dimensions for Romania, Bulgaria, the Czech Republic

every member of the group has taken part in decision-making.

As such the gap in power distance has not been evident. The difference in individualism, however, has been present, as the reason to do work in the group differs from member to member. In terms of masculinity, the entire group is feminine, as our motivation to do work is that we are interested in the material.

During the first semester, in SSE classes we had an opportunity to make E-stimate profiles <sup>3</sup> (Figure 2) for each group member.

After we received the results, we had a conversation with our supervisor, and we had a look into how different we are. The results of these personality tests are described in the following sections.

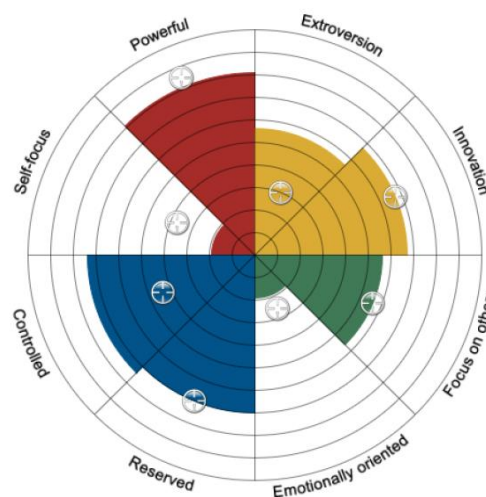
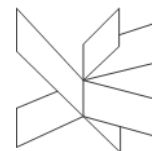


Figure 2 E-stimate profiles chart

<sup>2</sup> Chart source <https://www.hofstede-insights.com/product/compare-countries/>

<sup>3</sup> E-stimate profiles chart source <https://www.e-stimate.dk/en/>



### **Toma**

Coming from Bulgaria my cultural background is like the cultural dimensions of Romania and Czech Republic. Although the country that I am coming from scores high in power distance, I prefer being a part of a flat organisational structure. I favour direct communication, fair task delegation as well as collective thinking and agreement. I tend to avoid confrontation as much as possible unless the situation becomes critical for the team. Moreover, I like to challenge myself and team mates to be better at what they do, as I believe that continuous self-improvement will bring more value to the team and make it stronger.

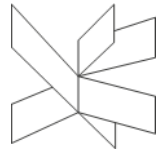
When it comes to uncertainty avoidance, I tend to be somewhat pragmatic and more tolerant of change but at the same time avoid unconventional ways of thinking and behaving. That said, I prefer to be in control of the future, be it project or work, but at the same time I cannot prevent the occurrence of unknown and unusual circumstances. Furthermore, I believe adaptation and circumstantial, pragmatic problem-solving are necessary to succeed in any given situation.

Based on my "E-stimate" profile, I am predominant blue followed by green and yellow. Blue says that I am loyal and like to help others together with performing consistently and keeping everything under control. Green relates to my competency, action and seeking concrete results along with influencing others by competition. The least dominant color, yellow reveals that I work conscientiously within existing circumstances to ensure quality and accuracy. What is more, I am a visual and sequential learner therefore my role withing a group is to define steps logically and take care of diagrams, flow charts and other similar documentation.

### **Vaclav**

During my E-estimate the results came back rather even with a little blue colour dominance which indicates slight strictness, but other than that there is no real dominance of one attribute over the other.

As can be seen from the above diagram, Power Distance is less accepted in Czech Republic than in Romania and Bulgaria, but I would argue that I am rather flexible in terms of power hierarchy, and I have always been willing to accept my role and position in a group if it is reasonable. That said, I understand that the group succeeds/fails together, therefor I do not see difference in our countries' individualism as a potential issue. I see myself as a team player who is prepared to do his part and support the others, if I have the skills to do that, so the group goal is achieved.



For me, Hofstede's cultural dimensions describe that as a Romanian individual I incline towards following an organized, well-structured, even strict hierarchical model in which all the members of a group are operating in direct coordination one with the other through keypersons which fulfill functions amongst them. I do agree to some extent to this description as I mostly feel that I need a coordinator, however, I do not disregard free-willing contribution to work in a group to achieve the end goal.

Tough not predominant, the degree of individualism and masculinity of my culture give relevant insights on several personal traits such as my view on making mistakes, a mistake should be rectified and not be punished too harshly, the work conducted during a project should always aim towards the success of the project rather than individual achievements.

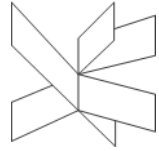
Having analyzed the E-estimate test, the main colorations of my profile are red and green which in my case relate to a constructive perspective oriented to a goal-achieving purpose through the understanding and cooperation of the people implicated in the project/task at hand. In terms of processes and operations for our group, we use a more functional approach by which we divide the workload evenly when possible and discuss any uncertainties, insecurities, or risks, ultimately agreeing on the path to follow.

### **Results and conclusions**

Although our natures and personalities are in some ways different, we all agree that if we want to succeed as a group, we must be able to proceed as professionals and leave our egos and emotions home. That way we can resolve all potential issues without escalating them. That is why our group contract specifically describes how to proceed in case of conflict.

All of us have already worked together before and it is mainly because of that and how previous projects went and how we were able to set our differences aside and focus on the group goal that we decided to work together again.

In terms of methodology, we decided to follow Unified Process in a combination of SCRUM methodology since these have been always useful to us in terms of flexibility in previous projects.



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Regarding responsibilities within the group, Toma will be the SCRUM Master of the team since his E-stimate profile fits the role. He is detail oriented and is always ready to take the initiative.

Eduard on the other hand will take the role of the product owner as his mindset is more business oriented and he is good at communicating as well as facilitating group and supervision meetings.

Vaclav's background and previous experience from work makes him a perfect fit for a tester. He will help with implementing new features, testing them, and keeping track of errors and features that need to be fixed.

As a result, the group happens to be well-balanced meaning that every group member has a distinct set of skills that can greatly contribute to the process and execution of the project. Similarly, our contrasting personalities can give us different perspectives at how we see a problem and how we solve it, while maintaining a good group dynamic, respecting each other and our distinctive mindsets.