

Denis Turcu

My name is Denis and I come from Romania. I was raised in a society with strict rules and I graduated from a high school which had a lot of regulations compared to the apparently libertine Danish schooling system. I consider myself a person who has a very strict moral code who likes tasks which requires deep analysis and who puts people and the close ones on top of most things in life. In a relationship with others I like expressing my ideas and hearing other people's thoughts and opinions. Most of the people who I talked with consider me an easy person to get along with even when we have different viewpoints. Despite all my friendliness, I am very judgemental when it comes to people and I tend to be very criticizing. Over time I learned how to hold my frustrations over others and to be quiet, but the tensions remains when I am confronted by people who I have strong opinions against. I think my biggest challenge going forward is getting along with people which are, according to my core values, extremely flawed.

Lau Nielsen

Hi, my name is Lau Ravn Nielsen, I was born and raised in Denmark, in a little city found outside of Vejle named Grejs. Elementary school gave me the first taste of what it meant to work in smaller or larger groups. The classes were small, ranging from fifteen people up until eighth grade, where people started leaving for other schools, down to six people in eighth and ninth grade. During my time in eighth and ninth grade, I learned a lot about working together with a small group of people and making sure everyone got along with each other. In elementary school, the teachers focused on all of us getting along together. When it came to group work, they put much emphasis on letting everyone contribute to the best of his or her ability, so it was not a one-man-show. I finished ninth grade and went to study science at a Gymnasium in Vejle named HTX. Which brought even more group work to the table. This my first experience with the challenge of doing projects as big as SEP1. Group work and group dynamics were core values of two classes that I followed during my time at HTX; Teknologi and Process. I followed the Teknologi course for two years, during the two years I made five projects and one exam project. On the third year the Process course started, during the Process course, I made two projects and one exam project. It encouraged to do group work in every class I followed during my time at

Sébastien Malmberg

I was born in Stockholm, the capital city of Sweden. There I have been raised and taught, worked and studied. Because of that I consider myself more of a Swedish citizen, however, I am nonetheless half French from my mother's side. Therefore, I have a dual citizenship.

During my studies in Sweden I have contributed in various group projects, some more time consuming than others. However, one project is by far the most distinguishable, which would be my examination work conducted during my last year of Gymnasium in Stockholm. I paired up with Leo Westerberg, an old classmate of mine, and together we chose to examine the heredity of radiation damage with *Drosophila melanogaster*, also known as fruit-flies. We were given the permission to conduct our experiments at Stockholm University. There we had access to UVA, UVB, UVC and Gamma radiation which are the different types of radiation the fruit-flies were exposed too. After the radiation exposure the flies as well as their offspring were examined for phenotypes and mutations. The project taught me a lot about time-management, team communication and cooperation.

According to Hofstede insights, Sweden received a low score in both power distance and masculinity, and a high score in individualism. This indicates that the Swedish people shares an egalitarian mindset where everyone should be included, and that power is given to the team rather than one single person. I strongly agree with Hofstede insight. Equality is always an active topic in Sweden and the egalitarian mindset has certainly left its mark on me. Although I approve of leaderlike figures for a better moral, I dislike when power is centralized. However, I do not consider myself an individualistic person. I have a profound sense of community, and I aspire for everyone in my team to receive a good grade.

Tamas Fekete

I am 20 years old from Hungary. For the last one and a half year I have been living in Horsens. When I came here, I was studying Mechanical engineering for two semesters which are my only experiences about how to work on a long-term group project. After my first semester I realised I didn't want to be a mechanical engineer therefore I changed course to Software engineering. Beside of my lack of experience and knowledge about programming I am enthusiastic about my new studies and I work hard to get better in this field.

Hofstede

Our team consists of four different nationalities, Romania, Hungary, Denmark and Sweden. One could argue that our cultural differences have been distinguishable during our project. Be that as it may, we would first strongly argue for the great cooperation this group has exercised during this semester.

According to the Hofstede insights Sweden and Denmark has a rather low score in Power Distance which indicates that Sweden and Denmark decentralize power, rather than giving power to one person the power is instead given to the team. In comparison with Romania which received a high score in Power Distance one could have assumed that Denis would have taken the leader role right from project start. But in truth, the different scores in Power Distance has had little to no effect on our group. We strongly believe that the leader position was always for the taking to whomever needed it.

Both Sweden and Denmark encourage independency at work which induce trust between the employees, managers and CEOs. The team has worked cooperative during the entire semester, however, to induce independency, different tasks were distributed to each group member. The team would argue that Lau and Sébastien were the two members responsible for pushing this idea since both would rather work from home whilst Denis and Tamas would rather have the team working together in school. Therefore, compromises had to be made. We scheduled meetings for regular evaluations of the project as well as work sessions where the entire team works together in school primarily Tuesdays and Thursdays. The other days would be spent at home working independently.

Taking Hofstede insights into consideration whilst analysing our team one could argue that the induced trust decreases as the “fear of failure” takes over. Initially, all members of the team were given the same amount of power and no specific group-roles were assigned. All opinions and ideas were taken into equal consideration. However, as the semester went by and the deadline approached, what we can only assume to be the fear of failure festered itself inside two members, Tamas and Denis. It is our belief that this drove Denis to assume a leader like position in our team, which had its benefits since it got us in a good working rhythm. Romania received the highest score in Power Distance by Hofstede Insights which leads us to believe that this outcome was foreseeable.

E-estimate

According to e-estimate our team consists of a mixture of all colours. Lau is primarily blue but also red, Denis was mostly yellow however he also acquired a great deal of blue whilst Tamas and Sebastien turned out green, with almost equal amount of yellow. See appendix H, personal profiles.

Specific group-roles were never assigned; however, the group would argue that Lau has pursued the team management-role more than others. He introduced Monday.com to the group, a website which helps structure and manage project work (see Appendix I). Lau had already added every element inside the project report and process report to Monday.com when he first introduced it. All there was left to do was assign members to each task which Lau took great participation in. Monday.com turned out to be a useful tool and it contributed a great deal to successfully writing this project. Be that as it may, the team would argue that no one-single person acquired the team-leader role. Instead the team would argue that the leaderlike position was acquired by whom ever, when ever needed.

Therefore, team communication has played a crucial part for the management of this project and has been very successful due to the lack of conflicts. It can only be assumed that the cause of this may be due to the characteristics of the green people in our group, which is modest, people-minded and good listeners.

During the final days before deadline our team avoided conflicts by establishing work sessions without a timeframe. Instead, everyone could come to school whenever although, "Not unreasonably late". This is a clear case were a team-manager or some sort of leaderlike figure could have improved the situation by being firm and decisive. Perhaps our group needed less green and more red characteristics during such situations.

However, when disagreements occurred, the team confronted it in a friendly manner. Everyone's opinion is heard. However, it could be argued that Tamas and Sébastien has shown great caution when sharing their opinion, perhaps in fear of confrontation, which certainly contributes to the decrease of disagreements.

Our team has shown great enthusiasm for this project and thus we have motivated each other by being ourselves. Denis has clearly utilised his yellow side and exercised his yellow motivational factors mostly by "contact with others" as in, he always asks for other opinions and ideas, he brings up new content to the table which he wished to discuss and by such acts he spreads a good working moral.

Lau motivates the team with his influence, he has shown his quality by introducing a great work tool and by being willing to take the lead for the greater good which brings forwards his red qualities. The work tool, Monday.com follows the Motivational traits of a blue person, the work tool has clear structure, it's professional and works as clear guidance.

Tamas and Sébastien has been motivating the team by inducing team work and stability. They have been the rope which tied the group together. The team believes that such a contribution is a clear sign of the green motivational factors.

In conclusion, our team would argue that our colours combined created the perfect rainbow.

Risk analysis

At project start a risk assessment was set up inside the project description. Although the devolvement process has been quite successful there are certain risks which were ill managed.

The team's time management was flawed. Perhaps if Monday.com had been introduced to the group during an earlier stage we would have better managed our time. However, as external assignments and exams pressed on the group project was somewhat put aside. Especially in before the math exam. This left us ill prepared for the final two weeks before project hand in and is the main reason for why we were unable to implement all the features which has been established in our list of requirements.

The team would argue that we suffered from lack of knowledge whilst writing the process as well as the project report. The entire team has expressed sincere doubt regarding certain topics within the two reports and we believe that supervisors failed to thoroughly explain how certain elements should be executed. Be that as it may, the group feels like SSE should have been taken more seriously and we regret not being more attentive during class. Furthermore, we would argue that our overall attendance in SSE could have been better towards the final weeks.

In addition, perhaps it is due to lack of interest that the group failed to maintain its attendance in SSE. As the semester progressed and the group realised that the program in creation will not be utilised by Eurofins no matter its condition, the overall team motivation faltered.

Furthermore, it should be mentioned that Tamas Fekete never attended a single SSE lesson since he passed a similar course last year whilst studying mechanical engineering. The project report and process report for ICT students differ in execution in comparison with the reports written for mechanical engineering. Therefore, information regarding SSE classes has been spread through the group using social media. However, summarizing and passing on all relevant information from a four-hour lecture to another student is easier said than done. We believe this to be a contributing factor to the confusion towards how to correctly execute a project/process report.