

# Reflection MOP

Benjamin Meixner, 12302260

This course was not just a bunch of lectures I had to sit through. I really learned a lot about how business and history work together and how global business is today. There's a lot to think about when it comes to managing people and how companies are run.

First, one of the things that I figured out is that business has changed a lot over time. In the beginning, factories were super important with all that mass production, and now services and technology are the biggest deal. I learned that historical events shape how companies operate. For example, after the Great Depression, businesses had to change their rules and some regulations were made. It made me think about how much the past can affect the present times in business today, and how managers have to adapt to these things. It's not just about what happens right now; it's about understanding where things come from and how we got here.

Remembering the industrial revolution and how it allowed companies to produce goods at a large scale, it was interesting to see how that laid down the groundwork for modern capitalism. Companies now have to compete in a whole new world and it's not just about what you produce, but how you get it into the market and keep up with technology. I found it really interesting how managers today need to think strategically so they can keep up with all the changes that happen. I think understanding this historical context is going to help me in my management career because it's all about making informed decisions based on what has happened before.

Also, we talked a lot about working with people from different cultures and how important it is to know what is going on around the world. Working in a diverse setting is crucial, especially as businesses are not just local anymore. I realized that every place has its own customs and beliefs, and that can affect how people work together. Teams can face a lot of challenges, but it's a huge opportunity if everyone respects and learns from each other. I learned that if I want to be good at managing, I have to learn more about other cultures and how they think. This is really important for the future workplace.

To put it simply, managing a team that's made up of different cultures means you really need to understand their background. Different cultures have different

ways of doing things, and that can lead to misunderstandings if we're not careful. Realizing this helped me see that as a future leader, if I want to motivate and lead a team, I have to pay attention to these diversities. It also means that negotiating and conflict resolution could be more complicated, but also more rewarding because you get the chance to see things from various perspectives.

Then there's technology, which is a big part of today's business culture. Throughout the course, I saw how companies use digital tools to make their work easier. Technology changes everything and now it's a must for communication and day-to-day functions. I found out about all these amazing tools that businesses use, like project management software and communication apps. It's crazy how fast everything is changing. Before, everything was more about face-to-face communication and paper reports, but now with just a click of a button, you can get updates and stay connected with your team no matter where they are located. This just shows me how much I have to learn about new technology and be willing to embrace change.

Another thing I learned is how significant the role of leadership is within organizations. Diving deep into different management styles gave me a real insight into the relationships between leaders and employees. I now see the big difference between old-school bossing around and new ways of being a leader. Old management used to be just telling people what to do and making sure they did exactly that. Now, it's more about engaging with them and making them part of the process. Learning about different styles made me realize how important it is to bring people together. I think being a good manager also means caring about the people who work for you, and helping them grow. It's more about teamwork and less about just giving orders. I think this change in approach is very valuable for a successful organization.

While discussing leadership, we explored how some managers can be inspiring while others can be controlling. I found it interesting to learn about motivational theories that talk about the different needs that drive people's behavior. One of the theories we discussed was Maslow's Hierarchy of Needs. It made me realize that understanding what drives people is super important if I want them to be happy working with me. If employees feel recognized and valued, they're more likely to stay committed and motivated. This idea of addressing employees' different needs also relates back to the previous point of understanding differences. People from different backgrounds might have different motivations and it's important to recognize that in order to engage them successfully.

Furthermore, ethical leadership was another big topic, and I now see how it connects with everything in business. If leaders don't act ethically, trust gets broken and it's hard to fix. This idea of ethics in leadership is very crucial because it guides the actions and decisions we make in an organization. We discussed a lot of case studies where poor ethical decisions led to major failures in companies. These real-world examples served as reminders of how quickly things can go wrong. Leadership isn't just about getting results; it's about making sure the team feels safe and secure, and respected. I believe that I have

a responsibility to make sure I lead with honesty and integrity.

Looking back, this course made me think deep about how I manage personal relationships too. At first, I just saw management as getting stuff done, but I now realize that it's about the people. Exactly how you manage your team can change everything. I want to create a positive environment where people feel they can express themselves, and that's something I will take forward into my future career. The knowledge I gained about management styles has opened my eyes to the power of supportive leadership. I see how change can occur when managers act as coaches instead of just bosses.

When I think about my job options, I feel like this course really helped me understand what I want to do. I see myself stepping into roles where I am not just focused on tasks, but also developing good relationships with the people I work with. The skills I learned about managing teams and understanding motivation will be essential. I also learned about communication styles and how important it is to adapt how we communicate according to who we are talking to. Understanding these nuances will give me the edge in my career I believe.

It's also important to highlight that these skills will help me handle difficult situations. I learned how to approach conflicts head-on and find solutions that work for everyone involved. The various conflict resolution techniques we discussed, whether it be negotiating to find a solution or simply listening actively to each person's concerns, will be incredibly useful. I think that embracing these values will create a positive work culture that benefits everyone in the long run.

As I look toward the future, I am committed to continuous growth and development. The knowledge I have garnered highlights the importance of flexibility in management practices as the workplace evolves. New trends and practices will keep coming out, and as new ideas emerge, I want to remain engaged and learn more. I have to keep updated with the changes in the industry and strengthen my skills accordingly. The business world is moving fast, and I realize that I cannot let myself fall behind.

I think it is also crucial to keep an open mind about new management strategies and adapt whenever necessary. There are many theories out there, and I cannot take everything as gospel—it's important to pick and choose what feels right for me and what fits best with the teams I will work with in the future. Adapting these concepts to my management style is essential for successful leadership. I understand that I have to be pragmatic and realistic in applying them and thinking critically about the best way to lead my future teams.

To sum up, my time in this course has taught me a lot about running organizations and managing people. I see how history, culture, and technology come together to shape how we work. The blend of these different factors illustrates just how complex the world of business is today. I feel ready to take these lessons into my career, knowing that being a good manager means being flexible and

responsible. This different perspective on management makes me excited for the future and I hope to make a positive impact wherever I go.

In essence, I believe that these learnings are not just academic; they will influence how I approach my work and relationships for years to come. Understanding the human aspect of managing organizations is critical, and I look forward to developing these values. Overall, I am grateful for the experiences and insights gained throughout this course. I feel it has laid a solid foundation for my future endeavors, and I am excited to put these concepts into practice as I pursue a career in management.