

Individual Reflection

(Victor Meriacri)

Introduction

In the past couple of weeks my fellow assign group partners and I have been working together on a group presentation. The five members consisted of Josh, Damian, Kamil, Thomas, and I working on the designing of an IT-based organization that we would like to own in “real life”. That allowed me to understand the meaning and the purpose of working as a group. It is important to understand that working in a group alters productively each of the individual performances towards the goals.

We were tasked to design an organization and provide an overview, and justify the choice of our organization in terms of: organizational structure, organizational culture, management/leadership style, employee reward system and motivation, decision making process. Each section was divided amongst group members.

Evolution of our group and dynamics

When it comes to the evolution of a group or team, the process is divided into stages. The stages consist of “Forming, Storming, Norming, Performing, and Adjourning”. First stage was forming, we were randomly formed as a group at the beginning of the term, we were working together even before we were tasked to design our own IT organization. The forming stage can be self-explanatory, this stage is when the group assembles together and roles are determined for each individual along with the common goals. The next stage is storming stage in which everyone has stated his thoughts about responsibilities and desired goals. Then comes the norming stage, in this stage the leader of the group is decided, however nobody of our group volunteered to be group leader, everybody agreed Josh to be our group leader as he was the only one who was trying to take extra responsibilities. Thus, the work was divided evenly without any complaint. As a result, I was responsible of the “employee reward system and motivation” section. I can affirm that at the very beginning we did not synergize as a team as everyone was been doing their work individually.

The further stage was the performing stage, that was the stage when the group had attained a high level of effectiveness and synergy, the group work was well divided and executed.

Group meetings and Performance stage

To get started with the presentation, we agreed the time and arrange a meeting. Personal meetings have several big advantages: effective time usage, brainstorming, and better focus on the tasks. At our first meeting we discussed about the overall image of our company/organization. As most of us are doing ICT course, we easily agreed on the specialization of the company, then after everyone has proposed a company name we had chosen the one that was liked by the most. The highest importance thing that was kind of impulse in moving the things in the right direction, was deciding the most important ideas in each subject. In this way, the owner(the person who had to do that

specific piece of work) of that subject was provided with an initial understanding of what he was going to work on. In my opinion, the fact that everybody from our group was being able to see a clear image of what the final result should look like, helped us a lot. During the meeting one of us was putting down notes, then at the end of meeting we structured the notes, in the way it would be better understood by everyone, and send each group member a copy of it on email. As the monitor of the group (according to Belbin), I fully support this step, because having a kind of summary of the overall group's work can help an individual to think and analyze his own role within the team.

Our next step was creating an online document where we stored all the data from each group member. That's the part where our group was working like a team. We were helping each other mutually and share knowledge and understanding on each other's tasks. Once one uploaded a piece of text, he would definitely get several reviews on what he had done, and what are the possible changes to be made. Thus, everyone has contributed equally to increase the quality of the content. The leader then took the responsibility to make the presentation layout, considering our opinions and consulting with us in some aspects, we got the presentation ready to present.

Adjourning stage and conclusions

The last and the final stage is the adjourning stage. This is the stage that involves accomplishment and eventual disengagement. After we have given the presentation and received the first feedback on it, the objective has been fulfilled, thus our team has disbanded with a sense that important goals have been accomplished.

In conclusion, I can say that although our group was only together for a couple of months, we have gone through all of the stages of development. We've successfully achieved our objective. Working in group made me realize the fact of applying theoretical knowledge into practice and to learn and face difficulties practically. It also helped me realize the diversity of people, and working along with them was exciting and can be seen as a key to success.

Reference:

- 1) Ivancevich, John M., Michael T. Matteson (1990). Group Behavior and Interpersonal Influence. In Organizational behavior and management (10th ed.)
- 2) John R. Schermerhorn, Jr. Introduction to Management (11th ed.)

Assignment Cover Sheet

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PLEASE ENSURE YOU COMPLETE BOTH SECTIONS OF THE FORM AND ATTACH IT ALL TO THE FRONT OF YOUR WORK

PART A – To be kept attached to coursework

Surname

Meriacri

First Name

Victor

Module Title

Management within an IT
enviroment

Module Code

BIO0216-1819

Student Number

U1768775

Tutorial Group No

2

Taught by (Tutors Name) / Supervisors
Name

Juliet Quarmby

Course

ICT

Assignment Title

Individual Reflection

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Date Submitted

14.12.2018

Date Due

14.12.2018

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Signed: ...Meriacri

PART B – To be kept in the Department

Surname

Meriacri

First Name

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Module Title

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enviroment

Module Code

BIO0216-1819

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Signed:...Meriacri

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