University Of Wales Trinity Saint David

Developing Workplace Critical Thinking
BMSW5101

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Question

"How do organisational beliefs, attitudes, and value systems affect workplace behaviour? Also, how will tailoring workplace changes for the post-COVID mindset tackle the challenges we face now, and create more resilient businesses in the future?"

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Executive summery

This research will examine how Nestle's beliefs, attitudes, and value systems affect workplace behaviour, and their organisational system impacted by internal and external factors, including COVID 19. As a result of Nestle's will tailoring workplace changes for the post-COVID mindset tackle the challenges they face now and create more resilient businesses in the future .

Introduction

While there is not a magic bullet solution or ideal workplace, the Covid issue and other industrial turbulence provided chances to redefine the organisation and establish settings that were truly centred on the human experiences. We have never witnessed before such pressure on the company headquarters to change or risk falling backward. The issues we currently confront will be addressed, and organisations will become more adaptable in the future, if workplace adjustments are made to reflect the post-COVID perspective.

The COVID-19 pandemic has had severe impacts on the world and will continue to do so. Nestle is dedicated to supporting and assisting communities across the world as a result of this, and they do so by utilising their size and scope as well as their compassion and sense of social responsibilities. According to Nestle, the COVID-19 epidemic has pushed them to deal with safety and business continuity challenges, which has led them to become more engaged in daily operations. They collaborated across the organization's different sectors to deal with the pandemic's effects and develop the best strategy for moving the company forward, (Nestle, 2021).

In regard to Nestle's organisational beliefs, attitudes, and value systems I will examine some components which evaluate “How do organisational beliefs, attitudes, and value systems affect workplace behaviour”.

Additionally, I will provide some valuable theory recommendations based on the models I will analyse in this report, which may be helpful for a corporation moving ahead.

Company context

Background, and internal and external environmental analysis

According to consumer research, people want to change their lifestyles for the better. We are overwhelmed with health-related articles and advertisements about the advantages of maintaining healthier lives in newspapers and on television. Governments are also highlighting these points because they want to make sure that people are taking care of their health in order to reduce the strain on public health services. As a result, many individuals are making progress toward living healthier lives. Being the biggest food and beverage company on the globe, Nestlé creates a variety of goods. Although you might not be aware of it, many of its most recognisable brands are household names and are a part of the Nestlé portfolio. Many of the brands will be known to. In order to save the life of a friend's new-born baby who could not be breastfeeding, Henri Nestlé manufactured the first infant food in 1867. Since then, the business has sought to continue offering products that are nourishing.

The largest nutrition-based science research facility in the world is currently run by Nestlé in Lausanne, Switzerland. There are more than 600 scientists and food technicians continuously developing and improving products which manufactured by Nestle. There has possibly never been a time when consumers have been more interested in the nutritional value and overall health benefits of foods. Nestlé is one of the top food corporations in the world and intends to remain there. Due to its commitment to thorough market research, it is constantly aware of developments in customer preferences and behaviour. Due to its great network for brand analysis and improvement, it is well equipped to handle the challenges of shifting customer demands. The company's wellness concept is especially created to provide clients with what they now clearly want in regards of the meals they consume, a high nutritional content and a strong influence on their entire Wellness., (Nestlé, 2019).

The use of indoor and outdoor space during and after of lockdown in pandemic

The article's goal is to comprehend how the area changed by looking at how people used it before, throughout, and post pandemic. Although humanity has experienced more deadly epidemics in the historical process, we were experiencing such an effective epidemic for the first time in the modern age. This situation threatens not only our health but also our modern lifestyle. It has been revealed how fragile our existence in the world is and our settled order and routine.

COVID-19 has fundamentally changed the way that we interact with space and one another. For epidemic prevention to be successful, there must be widespread, organized behavioural modification. Due to the need of maintaining corporate operations throughout the epidemic, companies are required to redesign the environment so that employees experience at home, motivated, and capable of performing their duties well. The difficulty is obvious. Workplaces need to change. However, how do we create a workplace that adapts to the complete spectrum of acquired behaviour patterns and mindsets that have developed throughout the COVID-19 issue, not simply to stress and anxiety or the undetectable danger of pathogens.

Nestle has given employee wellbeing, particularly mental health, a higher priority over the past ten years as it has come to be understood that contentment and efficiency go hand in hand. Nestle Were starting workplace evaluations to determine wherever tangible modifications can reduce pathogens. They will achieve in developing a potent supportive resource for satisfaction and productivity, global wellness, and company sustainability if they take it a little forward and study the issue fundamentally from the standpoint of the client, considering COVID-19 related mindset and behavioural modifications, (Nestle, 2021).

Management theory

Finding a management theory that works for your company can completely transform the operating atmosphere. In this essay, we'll concentrate on the Some Management Concept and how its combination of objective facts and human feelings can serve as a useful framework for leadership.

Theories of management describe approaches to overseeing personnel in a company. An organization leader needs to be aware of the factors that influence and drive personnel. Management theories describe how leaders might use these stimuli to steer and influence followers. Employers can utilize management theories' techniques, concepts, and rules in the workplace. For various operational contexts, businesses require appropriate leadership. As a leading organization Nestle uses it to establish a foundation for their management. Nestle got The most effective workplaces because they always conduct integrate quantitative research with knowledge of people's motivations and emotions (Glassdoor.com, 2021).

Quantitative Theory

The need for superior managerial performance during World War II gave rise to this idea, which is focused on effectiveness and quantitative equations. This is a straightforward mathematical concept which depends upon weighing the advantages, disadvantages, and dangers of every course of actions prior acting. This method uses data structures, software simulation, statistics, and other mathematical methods to operate a business. Generally, this principle is not utilised on its own to run a firm. To govern an organization, the quantitative theory should be combined with more humanistic views. (Glassdoor.com, 2021).

Systems Theory

This approach views businesses as biological entities which need most of their constituent elements to work effectively. According to this view, for a firm to gain success, everyone from the top management persons to the new employee must work together and help each other. Employers who subscribe to this concept believe that sectors and workers should cooperate. The essential ideas of this proposition are organizational connectedness and synergistic. Even since it's crucial for sectors to work together effectively, most businesses don't necessarily need synergy for day-to-day operations. This management theory is more of a perspective on the business than a specific operating approach, (Glassdoor.com, 2021).

Contingency Theory

According to the contingency management theory, no other theory can be applied to a complete organization because every circumstance demands for a unique leadership approach. According to this view, it is the responsibility of a company's executives to evaluate a circumstance and employ the most effective leadership approach. The size of the business, the technology being used, and the general leadership style in the organisation are the three key factors to consider when choosing a leadership strategy. This concept places a great deal of accountability on an organisation's executives. The qualities of a leader had a significant impact on how they handled others. This approach is also more applicable to contemporary industries since it recognises that as businesses and technologies evolve, so must the leadership strategies, (Glassdoor.com, 2021).

Bureaucratic Management Theory

According to Max Weber's Bureaucratic Management Theory, which was developed in the late 1800s, businesses must be organised in a hierarchical organisation with distinct responsibilities, regulations, and processes. According to this view, bureaucracy manifests itself in six keyways: a hierarchical organisational framework, functional specialisation, formalized recruitment, regulations, progression based on performance, and an impersonal workplace. According to the concept, promotions are only based on achievements rather than individual personality or connections. Although it makes sense in principle for an office to have principles and norms that employees must abide by, in reality there will always be feelings and interpersonal interactions in a workplace that will go beyond these formal regulations, (Glassdoor.com, 2021).

Organizational Culture Of Nestle

A company's organisational structure is made up of the particular, previously established rules which navigate and guide its workforce. This complex system, which governs how workers act within the organisation, is made up of linked fundamental beliefs, values, and attitudes. These fundamental attitudes, beliefs, and values help to create a special and distinctive emotional and interpersonal atmosphere. In this article, the organizational culture of the Nestle is analysed during and after pandemic, (Essay48, 2015).

There are three layers to organisational culture if it is shown as a circle. The most will be the artefacts, the middle will be the values and beliefs, and the inner will be the fundamental presumptions. The artefacts are the tangible and visible aspects of the Nestle's organizational culture. Open door policies, office layouts, and the required attire for employees are a few elements of artefacts. Although the Nestle's cultural artefacts are readily visible to outsiders, they are difficult to understand. (Essay48, 2015).

Beliefs

A belief is an instinctive conviction that something is real, even when it may be unfounded or unreasonable. For instance, I think there is a life beyond death or that going beneath a ladder causes bad luck, (Anderson & De Silva, 2009).

A business structure that is driven internally reflects how employees regard their overall competence and expertise. Workers in a firm with a highly internalised organisational culture act in a way that assumes they are aware of the overt and covert demands of the customers. Businesses with a sincere desire to succeed prioritise ethics and integrity and won't compromise these values in the pursuit of their goals. On the other hand, staff members of companies with an externally influenced attitude are more likely to be results-driven and to prioritise customer happiness over moral behaviours. They adopt a less moral and more practical worldview as an outcome, (Essay48, 2015).

Nestle's organisational culture is impacted more by internal than external forces. Senior executives publicly emphasise the need of keeping an ethical mindset while addressing customer requests, even if they take care to respond promptly to the evolving customer requirements. The company is steadfastly devoted to incorporating ethics and honesty through every single one of its operations. Due to the internally motivated organisational culture, the company has been able to use its reputation for being ethical as a strategic advantage against rivals, (Essay48, 2015)

Attitudes

The way an individual reflects or implements their views and ideals via words and behaviour is known as their attitude. A few examples include the fact that I despise school or that I become very angry whenever I learn regarding animal or child abuse, (Anderson & De Silva, 2009).

In the instance of Nestle, the company urges their employees to conduct themselves appropriately. There isn't any obligation to behave in a specific manner. Diversity and the individuality of each person are recognised at Nestle. The goal is to take advantage of the opportunities that such positive discrepancies present. The Nestle's experience highlights how crucial it is to develop a skilled organisational culture if you want to succeed in a setting with a lot of diversity, (Cerutti, 2020).

Employers can be given the tools to make sensible choices for their own requirements by incorporating helpful elements into the structure of their organization. Organizations will be required to implement engagement methods that are incredibly consistent and unambiguous during this time. Experts in psychology are emphasizing a variety of mental health reactions brought on by the epidemic issue, from anticipatory grieving to consequences on people who already have depression. The need for attention to employee well-being has never been more pressing, especially in light of current economic conditions and daily work stress, (Cerutti, 2020).

Employers who make investments in development ideas connected to wellness will enhance employee engagement during an extremely difficult period. As we emerge from lockdown and return to the workplace, other tried-and-true tactics like sustainable design, optimum working environments, and accessibility to both energetic and meditating fitness activities should be given more consideration. One approach is to create a central location where employees may communicate and discuss team or personal tales or advertise the company's mutual goal. This can motivate staff to retain a sense of community even when they aren't all there at once, (Cerutti, 2020).

Values

A value is a measurement of the significance or importance that a person accords to anything; our values are frequently manifested in the way we conduct our existence, for example, the fact that we value our families, morality, or the right to speak freely, (Anderson & De Silva, 2009).

Sometimes the core ideas are not immediately apparent. The core values of Nestle are comprised of shared goals, beliefs, and expectations. Management, integrity, diversity, quality, and teamwork are some of these core values. The Nestle organisation understands the necessity of communicating the corporation's fundamental principles to every worker so that they can adopt them and modify their behaviour as needed, (Essay48, 2015)

Because that emphasises the importance of meeting goals while simultaneously motivating people to take risks precisely when they are advantageous, The Nestle has reached the optimum balance between the mean and goal orientation. Nestle places a lot of emphasis on the mean orientation since it sees morality as a fundamental value and wants to ensure that its employees use it to achieve the desired goals. Thus, employers advise their staff to only promote healthy engagement. Additionally, by emphasising goal orientation, Nestle motivates its workforce to put up their best abilities in order to achieve set targets, (Essay48, 2015).

Evaluation of the theory

Innovation has always been a core value of Nestle and has guided the business from its foundation. The business firmly believes that agreements should be based on principles rather than mere convenience in order to flourish and generate lasting value for investors and community at large. The "Corporate Business Principles" and "Corporate Business Guidelines" represent a moral attitude to conducting business, and the corporate culture is dedicated to continual development in order to maintain the Nestle brand's market position and professional reputation, (Nestle, 2021).

The core of Nestle's theory is a systematic commitment to "Value Creation" as a crucial element of commercial achievement and the never-ending quest for success. For a world leading company who emphasises the importance of work efficiently while also adding long-term social value. This comprehensive method to organizational management in "Creating Shared Value" is deeply ingrained in how business is conducted globally. Nestle has been putting a lot of effort into upholding its status as a nutritional, healthcare, and wellbeing innovator and a worldwide force.. Nutritional Health and Wellness has always been at the centre of "Creating Shared Value," as the population is increasing, health care difficulties proliferate, and the necessity to raise the intrinsic value of the nutritional priority also rises, (Nestle, 2021).

Recommendation

Employers can be rewarded for their team members' desired and best behaviour using the well-known strategy of positive reinforcement. Employees are encouraged to do so over time by these advantages. Additionally, it improves organisational prospects. Employee productivity is reinforced by awards, which also assist the company in achieving its objectives. The use of technology and innovations in the business has a significant impact on workplace communication. Employee behaviour is influenced by communication, which also increases productivity, (Clay-Williams & Braithwaite, 2015).

Conclusion

The analysis of Nestle's organisational culture shows that instead of establishing an extreme background, smart businesses try to achieve the right balance while establishing their cultures. Nestle has successfully created a strong organisational culture that is well-liked with the aid of its extremely varied workforce. A corporation may employ its organisational culture as a platform to achieve strategic goals when it effectively combines its structure, culture, and operational goals and understands the complex link between basic presumptions, underlying values, and observable behaviours. In the highly competitive market, businesses with a positive workplace culture are able to maintain their position. Nestle is one such company. We have never previously witnessed such pressure on the corporate headquarters to change or risk falling behind. We can address the difficulties we face now and build more company resilience by designing workplace improvements for the post-COVID mindset, (Nestle, 2021).

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Task 2

Subject - Reflective learning journal

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Executive summery

This research will examine how Nestle's beliefs, attitudes, and value systems affect workplace behaviour, and I will Applies the critical assessment of an appropriate management theory to evaluate how Nestle` with different beliefs, attitudes and values might interpret the theory differently. Also I will explain what I learnt in week one to nine and my learning journal will focus on learning that took place in weekly lessons and practical exercises.

Introduction

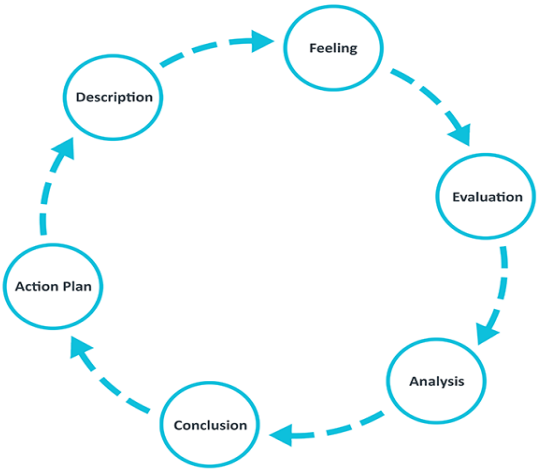
The Gibbs reflective cycle, critical thinking, and management theory are three strategies for enhancing learning, critical thinking, and decision-making that are covered in this essay. The six-step Gibbs reflective cycle is a method for thinking back on and taking lessons from experiences. To arrive at logical and informed conclusions, critical thinking involves studying and evaluating ideas. The study of successful leadership and management in companies is known as management theory. Individuals and organisations may enhance their capacity for learning, critical thought, and decision-making by comprehending and putting these techniques to use.

In regard to Reflective learning I will use Gibbs reflective cycle. Also in regards of Nestle's organisational management system and critical thinking I analyse system management and some components of Nestle's beliefs, attitudes, and value systems which evaluate "How do organisational beliefs, attitudes, and value systems affect workplace behaviour".

Additionally, I will provide some valuable theory recommendations based on the models learning, which may be helpful for a study moving ahead.

Gibbs reflective cycle

Graham Gibbs created the Gibbs Reflective Cycle in 1988 to organise learning from events. It provides a structure for analysing events and, considering that it is cyclical, adapts itself especially well to frequent encounters, helping you to draw lessons and make plans from both good and bad situations. (The University of Edinburgh, 2020).



(The University of Edinburgh, 2020)

Description - A description of the situation. You have the opportunity to give a thorough description of the problem . The key subject to cover in this are - What occurred, How long ago was it, and where was it? Who was in the room? What actions took by you and the others? What happened in the circumstance? (The University of Edinburgh, 2020).

Feelings - Feelings and emotions related to the event. Here, you can examine any emotions or ideas you may have had while having the situation and how they might have affected it. What do you suppose other individuals were thinking and feeling at the time? (The University of Edinburgh, 2020).

Evaluation - A review of the experience, both positive and negative. Here, you get the ability to assess what did and didn't work well in the circumstance. Be as open and truthful as you can. Focus on both the good and bad parts of the event, even if one or the other was more prominent, to get the most out of your reflection, (The University of Edinburgh, 2020).

Analysis - Making sense of the circumstance via analysis. You get an opportunity to make sense of what transpired throughout the phase, (The University of Edinburgh, 2020).

Conclusions - In conclusion, discuss what you have learnt and what you could have changed. You can draw inferences about what transpired in this part. Here, you should evaluate your lesson and suggest any necessary adjustments that might lead to future successes, (The University of Edinburgh, 2020).

Action plan - Make a plan of action for handling similar circumstances in the future or consider making any necessary basic modifications. At this stage, you make plans for what you would do differently if a circumstance arose later that was comparable or related. It may also be quite beneficial to consider how you will support your own efforts to behave differently, (The University of Edinburgh, 2020).

Applying Gibbs' reflective cycle to our learning in class during week 1 to week 9 in UWTSD

Describe: - In class work week 1 to 9, lecturer divided sections according to students' ability and easy to understand. When we tried to learn the moodle it was written in different styles with lots of information and therefore we had to spend time to understand it.

Feelings: - I thought our learning and understanding of the subject overall well and we felt good about it. But When we had to explain it back to lecturer, some of us felt frustrated.

Evaluation: - The process of dividing sections and learning tactics went well. Every aspect like critical thinking, problem solving and decision making, management theory, beliefs, value, attitude, just in time, thinking hat, contingency theory, innovation process discussed by lecturer, and we gain our knowledge very well.
Analysis: - Dividing course work according to students understanding strengths was useful.

Conclusion: - We learnt our course work on time and effectively. Although there were lots of information, we were able to understand whole concept and finished learning on time. In reflection, there are a few aspects I would change. I should have discussed my thoughts with the class teacher right away after the lesson.

Action plan: - I will suggest writing few sections together with more answer rather than putting lots of section and question. Last but not least, I will voice my opinions when I have issues since I know it will help the situation. I previously had a useful class with the teacher, and we worked together to increase our understanding of the programme. I should also ask other students regarding their views more often because I think I can learn a lot from them. I've signed up for a presentation skill course at my university, and I want to finish the subsequent training workshops. Now that I realise it, I need to give with more assurance, and I think improving my presenting skills would help me do that, (University of Cumbria, 2020).

Critical thinking

Effective reasoning and the ability to perceive how ideas are connected logically are two characteristics of critical thinking. The act of evaluating creative thought's output is known as critical thinking.

As a Critical Thinkers I need to consider and ask question -

Do I often dismiss new information that conflicts with my own beliefs, or do I assess the information before deciding whether to accept it or reject it?

Do I often accept the first working answer when trying to solve an issue, or do I come up with several and then pick the best one?

Do I typically listen to those who have issues with my views with an open mind and carefully assess their views, or promote my own opinions instead?

Critical thinkers use a variety of skills in the problem-solving and decision-making process. Among these skills is the ability to use logic. There are two types of logic -

Inductive logic moving from a particular conclusion to a generalization through reasoning
Deductive logic analysis that progresses from a broad assertion to a narrow result.
(skillsyouneed.com,2022)
Problem solving and decision making proses:
Problem-solving is a search activity that is information-based, and the search is for information. The information required to resolve a company issue is frequently dispersed throughout the firm. When attempting to solve a company issue, we should continually keep in mind the information we require, the information we already possess, and any discrepancies between the two, (team, 2019).

Decision-making effectively in the workplace is a crucial business skill. In general, decisions are made at randomly, intuitively, or analytically. When doing business, an analytical mindset may lead to wise decisions that are more able to boost the bottom line, (team, 2019).

Conceptual tools to enhance critical thinking – Six thinking Hats

A useful method for both individual and group decision-making is Six Thinking Hats. This method aids in collective thinking when used in conjunction with parallel processing. People are compelled to see a topic from several angles by mentally putting various thinking hats. As a result, twisted thinking is avoided, and fresh perspectives are produced. The six thinking hats of De Bono used with specific and well-defined Return On Investment performance in businesses throughout the world. Employees can learn to divide thought into six distinct processes and responsibilities. A coloured symbolic "thinking hat" serves as an indicator for each thinking job. Employees may effortlessly focus or redirect ideas, the discourse, or the meeting by mentally donning and removing "hats", (Mulder, 2022).

Organization`s own beliefs, attitudes and value system and their impact on workplace behaviour.

Beliefs

A belief is an instinctive conviction that something is real, even when it may be unfounded or unreasonable, (Anderson & De Silva, 2009).

Nestle's organisational culture is impacted more by internal than external forces. Senior executives publicly emphasise the need of keeping an ethical mindset while addressing customer requests, even if they take care to respond promptly to the evolving customer requirements. The company is steadfastly devoted to incorporating ethics and honesty through every single one of its operations. Due to the internally motivated organisational culture, the company has been able to use its reputation for being ethical as a strategic advantage against rivals, (Essay48, 2015)

Attitudes

The way an individual reflects or implements their views and ideals via words and behaviour is known as their attitude, (Anderson & De Silva, 2009).

In the instance of Nestle, the company urges their employees to conduct themselves appropriately. There isn't any obligation to behave in a specific manner. Diversity and the individuality of each person are recognised at Nestle. The goal is to take advantage of the opportunities that such positive discrepancies present. The Nestle's experience highlights how crucial it is to develop a skilled organisational culture if you want to succeed in a setting with a lot of diversity, (Cerutti, 2020).

Values

A value is a measurement of the significance or importance that a person accords to anything; our values are frequently manifested in the way we conduct our existence. (Anderson & De Silva, 2009).

Sometimes the core ideas are not immediately apparent. The core values of Nestle are comprised of shared goals, beliefs, and expectations. Management, integrity, diversity, quality, and teamwork are some of these core values. The Nestle organisation understands the necessity of communicating the corporation's fundamental principles to every worker so that they can adopt them and modify their behaviour as needed. Nestle places a lot of emphasis on the mean orientation since it sees morality as a fundamental value and wants to ensure that its employees use it to achieve the desired goals. Thus, employers advise their staff to only promote healthy engagement. Additionally, by emphasising goal orientation, Nestle motivates its workforce to put up their best abilities in order to achieve set targets, (Essay48, 2015).

Management theory

Finding a management theory that works for a company can completely transform the operating atmosphere. In this essay, we'll concentrate on the System Management Concept and how its combination of objective facts and human feelings can serve as a useful framework for leadership.

An organization leader needs to be aware of the factors that influence and drive personnel. Management theories describe how leaders might use it to influence followers. Employers can utilize management theories' techniques, concepts, and rules in the workplace. For various operational contexts, businesses require appropriate leadership. As a leading organization Nestle uses it to establish a foundation for their management, (Glassdoor.com, 2021).

Systems Theory

The system management, which governs how workers act within the organisation, is made up of linked fundamental beliefs, values, and attitudes. These fundamental attitudes, beliefs, and values help to create a special and distinctive emotional and interpersonal atmosphere. In this article, the organizational culture of the Nestle is analysed,(Essay48, 2015).
This approach views businesses as biological entities which need most of their constituent elements to work effectively. According to this view, for a firm to gain success, everyone from the top management persons to the new employee must work together and help each other. Employers who subscribe to this concept believe that sectors and workers should cooperate. Even since it's crucial for sectors to work together effectively, most businesses don't necessarily need synergy for day-to-day operations. This management theory is more of a perspective on the business than a specific operating approach, (Glassdoor.com, 2021).

One of Nestle's most crucial elements is its workforce. Departments, work teams, and organisational areas are some other factors that are essential to Nestle's development. In order to choose the appropriate managerial strategy, executives must assess trends and occurrences in their organisations. System management aids Nestle's research into how complex organisations operate. Nestle has used it as the foundation for new types of organisations like project management organisations since it is probabilistic rather than deterministic, (Corporate Finance Institute, 2018).

The following are the primary characteristics of the System which Approach to Nestle Management:

- **Sub-Systems** – The Nestle system is a synthesis of several subsystems. These systems are linked together.

- **Holism** - To create a single overall system, each subsystem functions in concert. Any subsystem's judgments have an impact on the overall organization.
- **Synergy** - The system's overall output exceeds the sum of the outputs of its component parts.
- **Closed and Open Systems** - The entire organisation is constructed up of both open and closed subsystems, overall, making it an accessible network.
- **System Boundary** - The exterior atmosphere, which is formed up of various systems, is distinct from the organisation.

The system management method imagines the Nestle organisation as consisting of the following five elements:

- **Inputs** - Raw Materials, Human Resources, Capital, Information, Technology
- **A Transformational Process** - Employee Work Activities, Management Activities, Operations Methods
- **Outputs** - Products or Services, Financial Results, Information, Human Results
- **Feedback** - Results from outputs influence inputs.
- **The Environment** - These components make up internal and external factors that affect the system.

  (The Business Professor, LLC, 2022)

Recommendation

I will suggest writing few sections together with more answer rather than putting lots of section and question. When students have concerns about a topic, should take it seriously and speak to teacher by remembering it can benefit the outcome. I have already had a beneficial class with teacher and together we have developed our knowledge about the programme. We also need to talk to our classmates about how we feel more frequently since I believe we can learn a lot from them. Individuals should enrol in a presenting skills program at university with the intention of joining the practise sessions that will follow.

Conclusion

In conclusion, The Gibbs reflective cycle, critical thinking, and management theory are all successful methods for enhancing learning, critical thinking, and decision-making. By assessing and analysing ideas, leading, and managing organisations successfully, and reflecting on and learning from events, these techniques can assist people and organisations in improving their performance and success.

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