



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Introducing the Modern Workplace

Assignment 1

Title of the Assignment: *Individual Report Gibb's Reflective Model*

Module Title/Name: *Introducing the Modern Workplace*

Module Code: *LCBB4003*

Student name: *Aleksandar Chimshirov*

Student ID: *2235336*

Word count: *1000*

Lecture: *Dr. Dudley Ofori*

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Introduction

Achieving knowledge from experience is connected to reflection. Gibbs (1988) developed the reflective cycle model, which allows managers to organise their prior experiences, feelings, and conclusions in a way that will effectively future learning and growths. I will use its six following stages to go deeper into the chosen topic in the ensuing subsections.

The model is different from Kolb's reflective model (Kolb, 1984) in that it adopts a more open and flexible method of critically reviewing a situation in order to support future developments (Zeichner & Liston, 1996). It also claims that knowledge, behaviour, and emotions are all generated by repeated experiences.

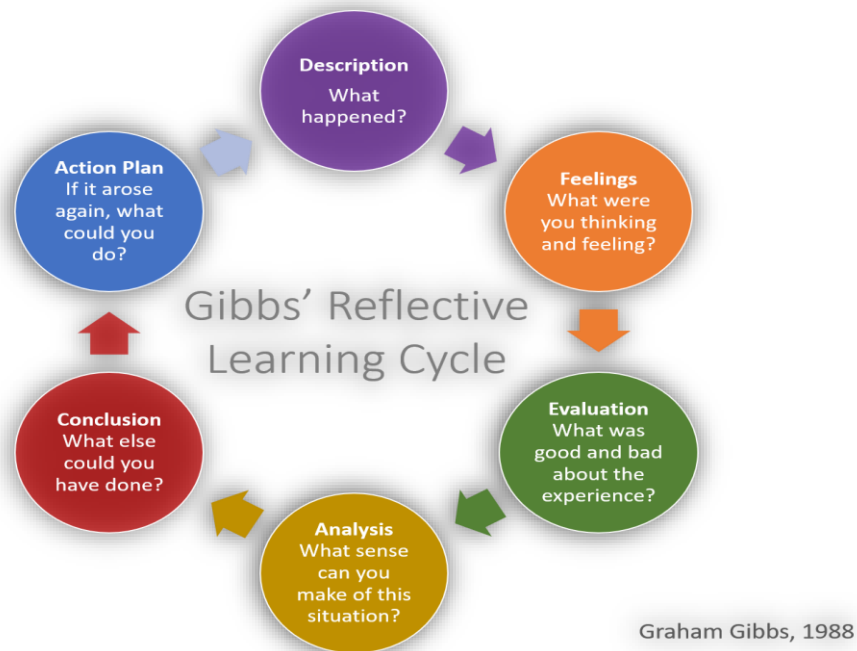


Figure 1: Gibbs Reflective Learning Cycle (Graham Gibbs, 1988)

The six steps of the Gibbs Reflective Cycle, which dates to 1988, allow the reflector to consider every aspect of an activity or event (Gibbs, 1998).

Description

My group (four other students from my course) we have course work to make a presentation for our module Introducing the Modern Workplace. First place we took decision to choose our organisation, we succeeded choose our organisation to be Costa Coffee. We did this choose very quickly and collectively more than I expected. Our group and I decided to separate point

between us. I did choose to point two which was for Explore the relationship between the organisation structure and its performance. The written part from our assignment was to make research an individual part. We assumed that we wouldn't need to sit down and organise the assignment as we could just put it all parts together in anytime on the day before due date for submission. However as soon we as started to show our parts each other's, it became obviously that the parts had not been written in the same way. As in a result we have decided to change something otherwise our work will be not ready in time, and we will not make any sense. In order to make our assignment, we had to rewrite most of the work already was done.

Feelings

First, I did feel delighted that we did split our tasks very quickly. I truly believed it that this was a perfect decision that we can took. At the moment that I found out this was a wrong choose and we had a lot of work I started to be felt annoyed and afraid that we will not finish our job on time. and found we still had a lot of work to do. At time during our presentation, I was very stressed and worried if everything will be gone in the way we did plane and second was my first time to speak out front of people. However, I'm very thankful we made the decision to work hard then, and I am very proud of myself that I did speak out front of audience.

Evolution

In the fact that everyone in our group delivered excellent work through all way from beginning till the end and we were ready before our deadline is showing a perfect teamwork, and we were adaptive to change quickly as we did not write in the same style was obviously ineffective, but we did manage to fix the problem in earlier stage without any effect of our result on the end. In addition, we developed excellent new experience that build up our knowledge for teamwork.

Analysis

I truly trust that our first group work was good because we separated parts from begging base to our knowledge and provided each one of use to give their opinion on which part are feels confident and would like to do it. I had previous experience base on this way of work, like that I know my strengths and confident during working on my own parts. This way makes sense to me and decided that would be do same for the rest of group.

We did not make any sample of our writing that was a mistake as our work was not good. We had to rush through the rewrite, and we end up that were spending a lot more time than we had imagined. We did create this chaos base on of my advance. However, I believe, because we had miss communication on the beginning did cost that.

Thing that I exposed Belbin's (2010) team roles posit that every individual possesses distinct skills and weaknesses that they can impact to a group. Effective teamwork and task delegation seem to result from developing people's different abilities, which is something we did even to think about our team members.

Conclusion

As soon as assignment work is a group one, it's necessary that we will discuss our considers and an idea firstly. Once this have been completed, it most likely going to next step to combine all part and to review it before our submission. In addition, I will continue to encourage my group to identify their own skills, I may even suggest using the "Belbin team roles" structure.

Action Plan

In future firstly I'll discuss their skills and vision for work during our first seating together, this is easy to consider and achieve our goals. If our communicate between us is missing, we will make other job very harder. If we choose to split the job, I would like to suggest for an extra time planning for opportunity in an advance. I prefer to have an extra time free if we finish earlier then to rush and feel annoying that time may be not enough. We could write introduction together just to have a sample how our work has to look.

Finally, I would like to ask if we may question our first choices so that we can be sure that we are all on the same page.

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