

STUDENT NAME | ID:
WIOLETA TERESA KNYSZ | 1919631

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LECTURER:
YAJESH KUMAR

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**LONDON LASH PRO
BELIEFS, VALUES AND ATTITUDES
VS
WORKPLACE BEHAVIOR AND
UNEXPECTED CRISIS ENVIRONMENT**

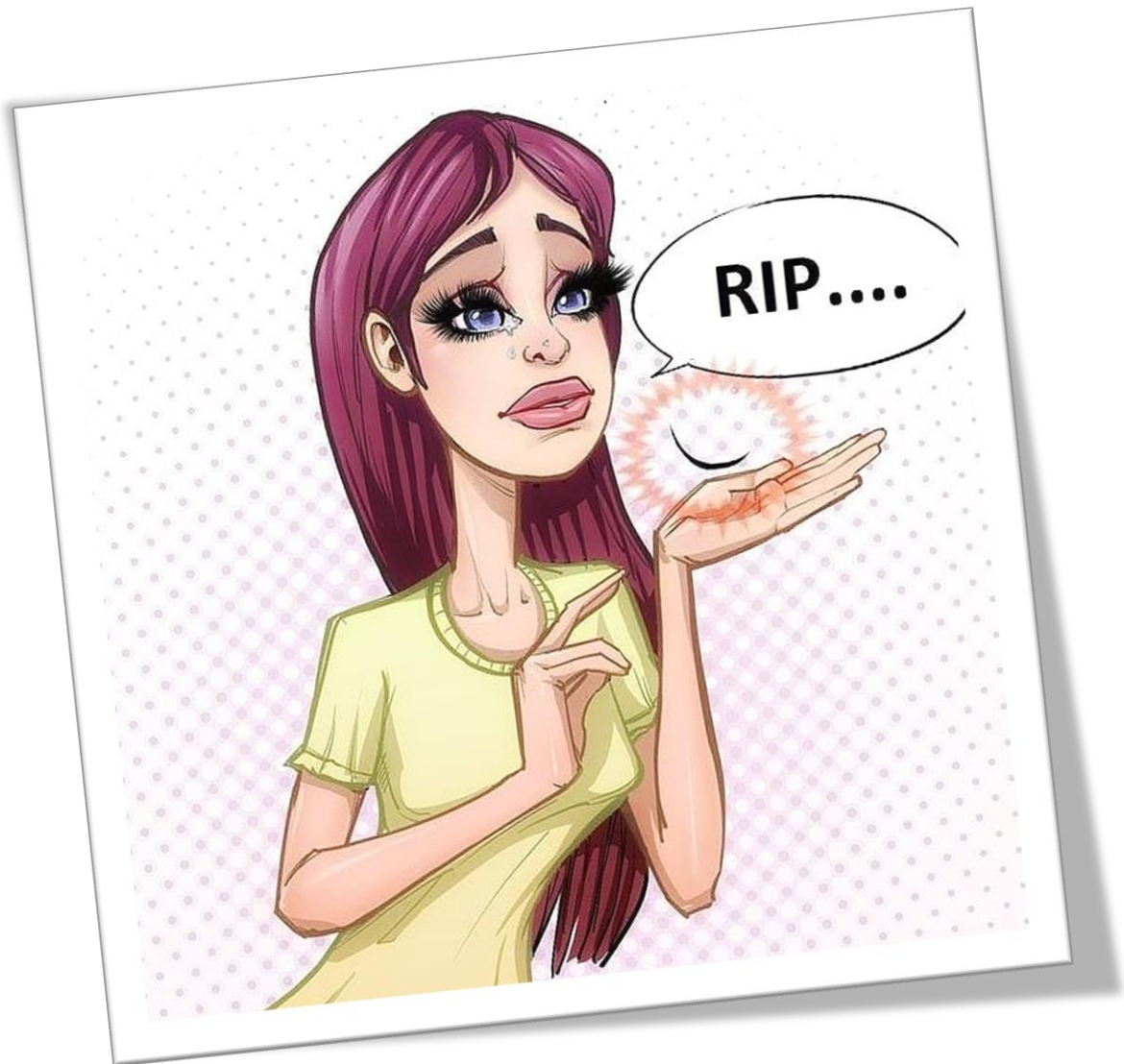


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ABSTRACT

What is the strength of the company?

Success is not brought by the idea. But by beliefs, values, and above all, attitudes. And it is not only about CEO's characteristics, but about every individual in the organization.

To make the staff fully involved in the company's ventures and stand behind its existence is to make the workplace environment safe, friendly and satisfactory. It is to give vision, mission and it must be said openly, 'second home' for employees.

The key to resisting any emergency environmental changes is proper conscious management. 'One for all, all for one'... times of crisis will never be frightening and threatening... no more.

INTRODUCTION- LONDON LASH PRO- BEAUTY INDUSTRY VS PANDEMIC

Pandemic times have turned out to be hard for many businesses. Especially for the beauty industry, which supported women in the visual context of their self-confidence.

Beauty salons are not only places offering face and body treatments. They are more than that. Thanks to them, women find themselves, learn to accept who they are and grow in strength. That is the hidden power of becoming attractive.

Eyelash technicians believe that the service they provide to clients changes their lives. As highly qualified professionals, they feel joy by sharing moral principles represented by London Lash Pro through lash extensions treatments and are truly associated with them.

London Lash Pro is an international lash extension company based in the UK and includes salons providing treatments, online mentoring and shopping platforms and warehouses with all essential for lash technician products.

My report will be based on the London Lash Pro because the company was doing great in times of crisis. Also, thanks to them, many lash technicians stayed motivated and confident enough to not quit their careers and dreams in the world of eyelash styling. I can boldly say that effective management in times of pandemics saved not only the company but also the professional life and mental health of many eyelash stylists.

This report will show the importance of workplace behaviour, the London Lash Pro beliefs, values and attitudes as a lash extension organisation. I will assess how COVID-19 impact them directly. The epidemiological state had an impact not only on physical but also mental health. The beauty industry had to look for substitutes to maintain services for the survival and well-being of customers.

The report will prove that almost every business can adapt to any crisis and become even stronger. Regardless of how the environment changes, there is always an alternative and the opportunity to change logistics by using powerful management models and theories. Additionally, if the organisation is prepared for 'just in case', nothing will threaten its prosperity (UWTSD, 2021).

POWER OF MANAGEMENT IN CRISIS

In the twenty-first century, every company, either a large corporation or small private business, has many possibilities of successive management. That is the power of staying at the market. And the coefficient of this strength are people- employees, in the old school of management, “labour force”.

However, to implement different leadership models and theories to prosper and survive in hard times successfully, it is necessary to understand the fundamentals thoroughly (Turan, 2015). This is where the pioneer of the concept of building professional, supportive workplace relations between the workers and managers comes to aid (Turan, 2015).

According to Turan (2015), Taylorism sets as the main pillar of the organisation, close cooperation of the superior with the team, due to the fact that it reduces the risk of issues, creates engagement in a common idea and harmony in the workplace. Under no circumstances may the employees be disregarded (Turan. 2015).

And because it is all about human wellbeing, there is another powerful management theory that every organisation should watch closely- Elton Mayo.

In agreement with Bruce & Nyland (2011), the workers' efficiency and honest commitment strictly depend on satisfaction at the socio-psychological demands. As soon as the company follows the Elton Mayo theory by controlling those needs (Bruce & Nyland, 2011), the crew feel a strong belonging; the workplace becomes a second home for them where they feel comfortable and safe. That guarantees they will not disappear when problems arise, and that is what happened in London Lash Pro during a pandemic- loyalty and engagement regardless of the prevailing conditions. The company's staff was placed in such a way that none of the employees felt threatened with losing their position, received adequate support and felt that everything that was happening was only temporary.

It is also essential to draw attention to the failure rate theory. According to Contingency Theory, the enterprise can successfully prosper in the context of environmental changes if the organisation has separate departments (Mendy, 2020). London Lash Pro gives a good example here. The company was saved by its brand of eyelash styling product. In times of pandemic, lash technicians could not work, but could take advantage of attractive offers that the brand proposed. The classroom training sector could not function, the treatment sector was also hampered... but the warehouse was working efficiently.

JIT is another management theory closely related to having power during any crisis, and the report will show this in detail. Only because the London Lash Pro could react 'just in time' could generate such high profits in Covid times. JIT mainly deals with the entire process of profit optimisation, cost reduction and high-quality maintenance (Phogat & Gupta 2017). The organization on which the report is based has focused on its power- distribution. JIT theory has been adapted around it to successively import and sell goods while reducing the storage space, which saved money.

FUNDAMENTALS OF ORGANIZATIONAL BEHAVIOR- THE DIFFERENCE BETWEEN BELIEFS, VALUES AND ATTITUDES

Proper management of the company is one thing, but the heart/passion is the other side of the coin. The excellence of any organisation is what it represents, so consciously shared values and beliefs (Kumar, 2018). In agreement with Kumar (2018), having the right values and beliefs is a driving force that keeps people motivated and inspires them to take further action to achieve the goal.

Beliefs are nothing more than our deep-seated trust and its validity on the subject (Kumar, 2018) which may look illogical or may not be even showed beyond the doubt (Moise, 2014). If an organisation strongly believes in something, let's say the importance of lashing, its activities revolve around that no matter what happens and who will blame it.

Values are everything that is extremely important to individuals, which is a simple priority in their lives (Kumar, 2018). That is the starting point for all conclusions and movements (Christian, 2020). Very often, deeply ingrained values build strength that protects the company against giving up in difficult times (Christian, 2020).

Attitudes are the output of these two moral principles (beliefs and values), which create the whole system that translates into behaviour towards the surrounding world (Kumar, 2018). In theory, it is called 'the principle of consistency' (McLeod, 2018). The attitude will have a huge impact on organisation's behaviour if it has a high self-interest and importance (McLeod, 2018). Crucial is to pay attention to how great attitudes helps to find the balance between all internal incentives and the external environment and how easily they let the business adapt to changes (McLeod, 2018).

This report will show that only sincere intentions, the truth from which the organisation comes out to people and its own values and beliefs, will be a strong enough foundation to survive any crisis.

Instead of creating a project by copying someone else's ideas and style, it is enough to look inside yourself and create the uniqueness that breeds fulfilment (Christian, 2020). That is London Lash Pro. The company and its moral principles were noticed by Her Majesty of the United Kingdom (2020) and get a Queen's Award for a thriving and significant international business (London Lash pro, 2020).

LONDON LASH PRO AND ITS MORAL PRINCIPLES

Let's back to the beginning. Imagine, that London Lash Pro, today a large company associated with 50 business partners over the world, employing dozens of people in the UK, was a small home-based lash room born from passion (London Lash Pro, 2021). In 2014 CEO started to create, as it turned out later, an international large-scale eyelash extension family (London Lash Pro, 2021). And in the word 'family' is all power. The company operates primarily as a union of lash stylists, full of love for their profession, commitment to beautifying women and enthusiasm for work, which provides an innovative and prestigious service.

What does the company believe in?

Every eyelash extension technician of London Lash Pro can say that the organization believes that lash styling is not only about gluing synthetic eyelashes to natural ones. It is an art form that requires great education, precision, a high sense of aesthetic and most of all, talent.

That is why the company offers, in addition to available professional on-site and online courses, also completely free of charge knowledge provided at the highest level in the form of blogs and posts on social media (London lash Pro, 2021).

London Lash Pro believes that eyelash styling is one of the most attractive industries in the civilized world and, at the same time, an endless topic. Therefore, the high level of education, the joint creation of the industry through continuous development, support and being a community rather than envious competition are crucial (London lash Pro, 2021).

What values does the company profess?

The trust and esteem of eyelash technicians are of the greatest importance for the organisation, which can boast an extensive (170,000) fellowship on Instagram (London Lash Pro, 2021).

London Lash Pro puts a lot of emphasis on the quality of training, products or even lash extension treatment services having them as a MUST HAVE (London Lash Pro, 2021). All ratings are given by the stylists who constantly buy from LLP online store, unanimously saying that the company is strongly focused on delivering the beautifully packed ordered products super quickly for an as lower price as possible (London lash Pro).

So easy to see, London Lash Pro has three values- people, product quality and speed of service. It is fair to say- this is the perfect bulls eye for success in the beauty industry, or let's dare to say, in any industry.

What are the attitudes?

Because the lash lover community is a large LLP family, the company cares about technicians and lash extension clients as much as it does its own business. During all lockdowns, London Lash Pro donated one thousand free lash kits to stylists to support them through this difficult time (London Lash Pro, 2021). And when Prime Minister allowed the beauty businesses to operate again, the company set aside five hundred free bottles of adhesive as wishes of a good start for lash technicians (London Lash Pro, 2021). Customers of LLP salons could buy hand-made strip lashes (to be worn several times) made by their favourite technicians.

The CEO, originally from Belarus, knows how much work it takes to find fulfilment in a different than own country. Therefore, it is extremely important for the organization to make fifty percent of vacancies available to people of different nationalities (London Lash Pro, 2021). In addition, such a variety of backgrounds in the London Lash Pro allows for objective assessment and observations, for which team members are free to share (London Lash Pro, 2021). The approach that gives an employee-friendly workplace environment, only improves and strengthens the business.

COVID-19... AN OPPORTUNITY TO SHINE

2020/2021 were some of the most challenging years. Before everyone understood that the situation would last much longer than a moment, it took a long time for companies to fall into a state of limbo.

London Lash Pro reacted quickly with the reserved classroom training. After prior approval by all interested students, the indoor teaching was swapped to online courses for practising technicians. Those for beginners were postponed by a few months or, in few cases removed and refunded. Thanks to this, the company retained financial liquidity in the field of training and maintained the relationship with stylists.

It is important to note how great the company was on social media during the pandemic. Instagram and Facebook provided a massive dose of free knowledge on the weight of gold. They made it possible to forget about hard times thanks to games, quizzes, award-winning competitions and funny Tik Tok videos from the everyday life of an eyelash artist and client.

As soon as the Government introduced financial support in grants and furlough programs, the LLP could confidently move on with offers to finally sell products again. And so, the offer followed the offer. Sometimes eyelashes were discounted, sometimes adhesives and pre/post-treatment liquids, and other times accessories. The company tried to launch diversity and encourage stylists to stock up on products while returning to work, exercise at home during lockdowns because the lash extension is a profession that requires constant practice.

At the same time, and it is admirable, London Lash Pro invited technicians to fill their surveys, which was rewarded with a thirty percent one-time discount on any product or training. In this way, the company successfully collected data about customers and its shortcomings, e.g., by asking about favourite product from a different brand. If the interviewee works with another's company tweezers and mentioned that in the survey, LLP send the gift of that exact thing. That was a fantastic form of advertising where London Lash Pro has designated its assortment as free samples that defended themselves with their quality.

Needless to say, how the whole approach of the organisation made it more attractive and allowed it not only to survive the Covid-19 times but to expand the lash lover community.

THE KEY TO SUCCESS- CRITICAL THINKING MODEL

RED MODEL

According to Davis (2013), nowadays, people are forced to cut costs and adapt to increasing environmental pressure. RED model of critical thinking helps superiors constructively criticise the current approach and smoothly transition to more workable patterns (Davis, 2013). Thanks to this, all decisions made are perfectly thought out, regardless of the factors that may seem to have affected them, which in turn allows the company to prosper successfully without compromising the accolated budget (Davis, 2013).

The above LLP surveys are nothing more than a form of critical thinking that is useful and necessary, as shown by the example of involving the questioned in honest answers. This particular case presents how much the appropriate thinking is directed towards gaining a reasoned opinion using the right tools to judge the true meaning and value of information and things.

The company goes beyond its comfort zone and accepts the possibility that it may have imperfections. London Lash Pro sees the cause-and-effect relationship and looks for solutions such as, for example, constant discounts and discreet persuasion of customers about its entire product range, not just a part of it. The epidemiological crisis was an excellent stimulus for changes, to reflect on how the company operates and what it needs.

Concluding the topic, you can compare the RED model of critical thinking to the red light for the company- stop and think... in three steps:

1. Recognise assumptions (R)

Assumptions are kind of suspicions that something is not working as it should, although there is no concrete evidence of this (Davis, 2013), especially as to what specifically impairs performance.

The whole team should join the brainstorming sessions so that every opportunity can be considered, all truth separates from judgements and previously unnoticed shortcomings finally spotted (Davis, 2013).

This is where London Lash Pro asked itself if all products meet customer expectations as some were selling less than the others. In addition, the company creates questionnaires as a reliable tool for obtaining information.

2. Evaluate arguments (E)

It consists of an objective analysis of the facts and possibilities taking place or the suspicion that they may occur (Davis, 2013). It is very important to have the right attitude, putting aside the conviction of self-excellence and emotions, to assess scenarios as accurately as possible (Davis, 2013).

This where LLP went through the double verification of the 'weaker product' in terms of popularity.

3. Draw conclusion (D)

It is nothing more than a decision made based on the collected proved data (Davis, 2013).

This where LLP after re-confirming quality of less selling product, send it to customers who went for the exact thing to competitors. The rest that did not meet the expectations were sold out at a promotional price and replaced with higher quality products.

FLEXIBILITY OF THE ORGANISATION – MANAGEMENT THEORIES

From the very beginning, the report draws attention to the importance of management theories. They form a set of appropriately directed thinking, investigation and series of activities derived from it, which, regardless of how the environment changes, aim to maintain peace and good organisation in the company. (Petriglieri, 2020).

Ganpiero Petriglieri (2020) argues that all management theories that exist do not bring any freshness to organisations, only allow them to simply function and face problems. He openly says that the times of the pandemic crisis show how unprepared companies are for the unknown and unexpected; theory is just theory; in fact, there is no passionate leadership (Petriglieri, 2020).

Is it true? Taking the example of London Lash Pro, it is fair to say that any company that wants to survive can be flexible enough in management to keep its position in the market. There is one condition- protection in the form of a substitute.

Contingency Theory

Considering the contingency theory, where a clearly defined vision and mission, constant projects and a special emphasis on output are matter (Jayasmita, 2021), LLP faced the new situation very well. The company firmly stuck to the assumption that it exists wholeheartedly for the lash community, constantly sharing educational posts and introducing promotions, conducting surveys (revealing imperfections that had a chance to shine) and successively wafted towards the goal- revenue.

According to contingency theory characteristics, all decisions made and the workplace system was adequate to the prevailing epidemiological conditions (Jayasmita, 2021). The management team approached the situation very gently and kept a working business with class and humility. If it was not, the virus was raging, and people were dying. Any content displayed on social media could not arouse pressure, it could not force the clients to spend money, it could not touch matters that were restricted at the time, and certainly not in a way that would cause them any mental pain. This would only lead to business destruction. Promotions were usually intensified under the 'back to work' slogan when the beauty industry received the green light from the government. LLP trainers, during all lockdowns, built a positive attitude of lash technicians through funny videos, exciting lash stories and various possibilities of using their assortment. As a result, all eyelash stylists waited in excitement to return to work, and the organisation generates profit from massive sales of lash essentials and accessories. The warehouse has been fully performing and excellently replaced the primary benefit gained from training in the past.

As before, the sale of in-class courses was dominant; now, their alternative, the online version was selling well. Lash technicians tasted of acquiring knowledge in the comfort of their own home, which made them want to get more of it, and because the free content was desirable, they were ready to pay for it. That was a great encouragement in the form of appropriate impeccable behaviour. Another bow for London Lash Pro.

Elton Mayo Theory

The matter of customers- settle. But not only customers have a direct impact on the company's success.

The correct relationship between employees and the workplace environment has a crucial impact on productivity (Freedman, 2021). In agreement with Freedman (2021), everyone who feels valued and cared for by their superiors will be engaged more in delegated duties. That, in turn, will translate into the entire teamwork and the connection with clients (Freedman, 2021).

The Elton Mayo theory assumes that the productivity and motivation of the team increase when employees have a sense of unity in pursuing one goal and as the managers monitor the organization of work and its derivatives in a polite manner (Freedman, 2021). This is what management looks like in London Lash Pro. Faced with the first lockdown, the company announced the changes openly, stating that it needs everyone's commitment to survive, no matter what their position is. From now on, the main goal was to maximize the operation of the warehouse- fast and efficient order processing and shipping. Because the entire staff enjoyed working for LLP, shared its idea and beliefs, received full support, met their social/financial needs covered, and the guidelines were addressed to them in a clear and ethical manner, all of them created a common front in the fight against the crisis.

All orders were carefully packed, including a gift in the form of Candy Kittens sweets and a decorative bottle-green paper, which made the customers feel special after opening the elegant box. It also introduced a unique atmosphere in the depot. After all, there is some magic in giving to others.

Because the management department has always been kind to subordinates, treating them as one big family, respecting their plans and personal situation sometimes affecting the whole teamwork, employees repaid the same.

Of course, the 40- person crew could not work full time due to safety reasons, but salaries did not change, which only aroused the gratitude of the employees, especially in those times when having a job has become somewhat of a privilege.

JIT

When focusing on the retail warehouse work of the organization, it is worth paying attention to how skilfully it applied the JIT theory.

The delegation mentioned above of mostly all employees to the warehouse sector is one of the characteristics of the 'just in time' management style. All departments should communicate effectively with each other and work closely together to solve or prevent problems, improve service, and by introducing alternative projects, meet this twist of fate (Phogat & Gupta, 2017).

The main goal is to increase productivity while eliminating unnecessary costs (Calderone, 2017). Therefore, taking advantage of the government- introduced social distancing restrictions and maintained all staff at the same time, London Lash Pro limited the area of three depot units to one, which started operating twenty-four hours per day. The short time of order fulfilment and quick deliveries- this is how the company's new domain was created in line with the assumption of the JIT.

In addition, all the promotions introduced allowed LLP to sell the outstanding assortment and import only products of great interest. Because the promotions would take place on average every few weeks, only the number of products that usually disappeared from the shelves during special offers was imported. JIT management approach stays away from all matters involving any loss (Calderone, 2017) and the organization perfectly adapted to this.

London Lash Pro did not overlook the issue of quality. Otherwise, the JIT theory will not be fully implemented. In agreement with Phogat and Gupta (2017), employees must be trained to be able to control the condition of the assortment in order to minimize losses in the downstream process. LLP entrusted full quality control of its products to their branded lash rooms technicians due to the fact that they worked on them every day. Not only that. The company also x-rayed the entire stock from the warehouse, splashing out the faulty batches and creating a separate offer for imperfect items at a very low price with a complete description of the defects.

APPLICATION OF THE THESIS ACCORDING TO INDIVIDUAL DIFFERENCES AND IMPACT OF MORAL PRINCIPLES ON WORKPLACE BEHAVIOUR.

The main starting point for a successful business is its foundation- people (Mesnaoui, 2020). Problems resulting from individual differences do not make it easier to deal with the crisis, especially large calibre such as Covid-19. London Lash can proudly say that it does not belong to this type of company.

According to Mesnaoui (2020), people of different nationalities and societies can positively influence its functioning thanks to various objective assessments or approaches to multiple topics. And as has been already mentioned, the LLP is well aware of this benefit; therefore, it deliberately selects the staff in term of origin. But like everything else, it also has weaknesses. Differences in values and beliefs lead to different attitudes that may not be accepted by colleagues, affect workplace relationships and the implantation of tasks given (Mesnaoui, 2020).

In agreement with Judge (2009), self-perception is extremely important as positive people tending to measure high and are fully reliable in challenging times (Mesnaoui, 2020). Robbins & Judge (2013) summed up that the employee's behaviour, what decision they makes, how they are engaged in work, is closely related to their personalities and ultimately translates into the organisation's effectiveness (Mesnaoui, 2020). And so, in the case of London Lash Pro, contingency theory was welcomed. Eyelash trainers have high aspirations and may have been reluctant to agree to work in the warehouse. But thanks to the fact that they put their whole heart into the LLP, they found it right and did not deny the temporary degradation and any under crisis's decisions.

Dissimilar sensitivity and emotionality also have a huge part in company's performance (Mesnaoui, 2020). More interestingly, Mesnaoui (2020), following the 'Affective Events Theory' founded by Robbins and Judge in 2013, wrote in the article that the mood also strongly influences the behaviour at the workplace and the fulfilment of duties. Eysenck theory draws attention that emotional instability leads to reprehensible behaviour (Mesnaoui, 2020), very often in the light of serious situations.

The times of the pandemic shocked moods. Many people lost their jobs, but many who were lucky to keep their positions had a dilemma as to whether they should work.

The biggest issue faced by the London Lash Pro employees was safety. Although the social distance was maintained, high-quality face masks and disinfection products were provided, psychological support was given; some workers, especially those with sensitivity to health or those who were often ill, still experienced stress when they came to work, which was felt and built tension. Nevertheless, action on Elton's Mayo theory did, as time passed, produced results. The crew gained confidence in management during the rampant COVID-19.

The most important thing, according to individual differences, is to know the crew. To be human to people. To be able to put yourself in their shoes and keep dissatisfaction to a minimum. If the workplace wins the heart of the employees, they will be able to control their fears and emotions for the sake of the general public. These are observations taken from the inside of London Lash Pro.

CONCLUSION

London Lash Pro is one of those organizations that have smoothly transformed into effective functioning in times of crisis, only because it was aware of its strengths and skillfully adopted management models and theories while maintaining tact and showing respect for the prevailing situation.

In today's world, in the twenty-first century, anything can be done in a collision with the inconveniences of fate. All you need is to defend beliefs and values, have heart-winning attitudes, sober look at the given matter, eliminate or suspense of certain activities and focus on an alternative that often does not have to be looked for far.

Not forgetting that the fight against the crisis is not won alone. It is always needed and is not subject to discussion, takes care of people who are the driving force in the company.

Although London Lash Pro did an excellent job during the pandemic, the company could use the following recommendations next time. LLP could do more. When selling online training and when providing free helpful content, the organization was able to additionally arrange live webinars at an occasional cost. As it is an international company, the profit from webinars will be extraordinary. So, it was mistaken to only stick to warehouse work and sell as many products as possible, while the possibilities were much greater.

But this is further proof that the possibilities are never-ending. Crucial is to be open-minded and introduce a proven management model. That will guarantee success and certainly survival in hard times.

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ADDITIONAL RESOURCES

<https://instagram.com/london_lash_pro?utm_medium=copy_link>.

<<https://www.facebook.com/londonlashpro/>>.

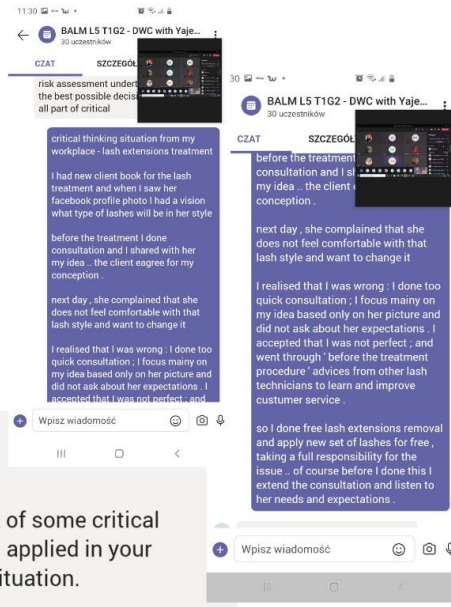
APENDIECES

YK

Task 1

Please think of some critical thinking you applied in your workplace situation.

Once you complete the task, share your answer in the classroom or attach your answer in the meeting chat.



The screenshot shows a WhatsApp chat titled "BALM L5 T1G2 - DWC with Yaje...". The chat is between a group of 30 participants. The messages are as follows:

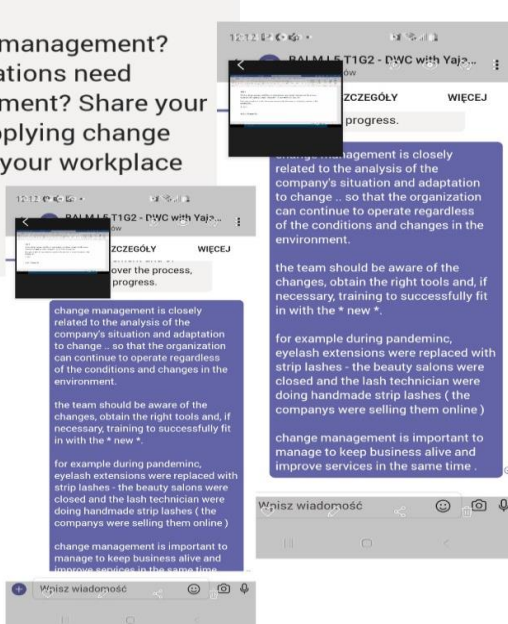
- CZAT:** risk assessment under the best possible decision all part of critical
- SZCZEGÓŁY:** critical thinking situation from my workplace - lash extensions treatment
- WIĘCEJ:** I had new client book for the lash treatment and when I saw her facebook profile photo I had a vision what type of lashes will be in her style
- CZAT:** before the treatment I done consultation and I shared with her my idea... the client agree for my conception.
- WIĘCEJ:** next day, she complained that she does not feel comfortable with that lash style and want to change it
- CZAT:** I realised that I was wrong - I done too quick consultation; I focus mainly on my idea based only on her picture and did not ask about her expectations. I accepted that I was not perfect; and went through 'before the treatment procedure' advices from other lash technicians to learn and improve customer service.
- WIĘCEJ:** so I done free lash extensions removal and apply new set of lashes for free, taking a full responsibility for the issue... of course before I done this I extend the consultation and listen to her needs and expectations.

YK

Task 2

What is change management? Why do organisations need change management? Share your experience of applying change management in your workplace situation.

15 mins.



The screenshot shows a WhatsApp chat titled "BALM L5 T1G2 - DWC with Yaje...". The chat is between a group of 30 participants. The messages are as follows:

- CZAT:** change management is closely related to the analysis of the company's situation and adaptation to change... so that the organization can continue to operate regardless of the conditions and changes in the environment.
- WIĘCEJ:** the team should be aware of the changes, obtain the right tools and, if necessary, training to successfully fit in with the "new".
- CZAT:** for example during pandemic, eyelash extensions were replaced with strip lashes - the beauty salons were closed and the lash technician were doing handmade strip lashes (the companies were selling them online)
- WIĘCEJ:** change management is important to manage to keep business alive and improve services in the same time.

09:59

BALM L5 T1G2 - DWC with Yaje...

32 uczestników

CZAT

SZCZEGÓŁY

WIĘCEJ

Spotkanie w toku

Dołącz

beliefs - our feelings about people, things, events, etc., in which we strongly believe - e.g. only thanks to hard work we will achieve success

values - everything that is extremely important to us, what defines our decisions, how we live our lives, very often on the basis of values we evaluate/judge various things, e.g. the behavior of colleagues at work.

attitude - the way we express ourselves, our emotions, what we represent, what we are like on a daily basis. for example - I am applying for a job, so I behave accordingly - I go to the interview properly prepared and dressed, because these are my attitudes.

emotions - all our feelings, usually immediate good or bad emotions, are closely related to the world around us.

Wpisz wiadomość

YK

Yajesh K.

Task 1

What do you understand by Beliefs, Values, Attitudes and Emotions? How these factors have influenced in shaping your personalities, discuss with examples. Also discuss the importance of Beliefs, Values, Attitudes and Emotions and its impact on organisational performance?

BALM L5 T1G2 - DWC with Yaje...

32 uczestników

CZAT

SZCZEGÓŁY

WIĘCEJ

Spotkanie w toku

Dołącz

very often on the basis of values we evaluate/judge various things, e.g. the behavior of colleagues at work.

attitude - the way we express ourselves, our emotions, what we represent, what we are like on a daily basis. for example - I am applying for a job, so I behave accordingly - I go to the interview properly prepared and dressed, because these are my attitudes.

emotions - all our feelings, usually immediate good or bad emotions, are closely related to the world around us. for example - the joy of a surprise.

they are important for organizational performance as they build up the quality environment and strong bonds at work. the team is able to successfully achieve organizational goals.

Wpisz wiadomość

11:43

BALM L5 T1G2 - DWC with Yaje...

32 uczestników

CZAT

SZCZEGÓŁY

WIĘCEJ

Spotkanie w toku

Dołącz

YK

Yajesh K.

Task 2

There is one thing that is common to every individual, relationship, team, family, organization, nation, economy and civilization throughout the world – one thing which if removed, will destroy the most powerful government, the most successful business, the most thriving economy, the most influential leadership, the greatest friendship, the strongest character, the deepest love. On the other hand if developed and leveraged, that one thing has the potential to create unparalleled success and prosperity in life. Yet, it is the least understood, most neglected, and most underestimated possibility of our time. That one thing is ??.

Wpisz wiadomość

11:46

BALM L5 T1G2 - DWC with Yaje...

32 uczestników

CZAT

SZCZEGÓŁY

WIĘCEJ

Spotkanie w toku

Dołącz

the deepest love. On the other hand if developed and leveraged, that one thing has the potential to create unparalleled success and prosperity in life. Yet, it is the least understood, most neglected, and most underestimated possibility of our time. That one thing is ??.

RS

Ravi S.

Humanity

MC

Marius C.

Trust

Mircea S.

conscious

RP

Ricardo M.

Loyalty

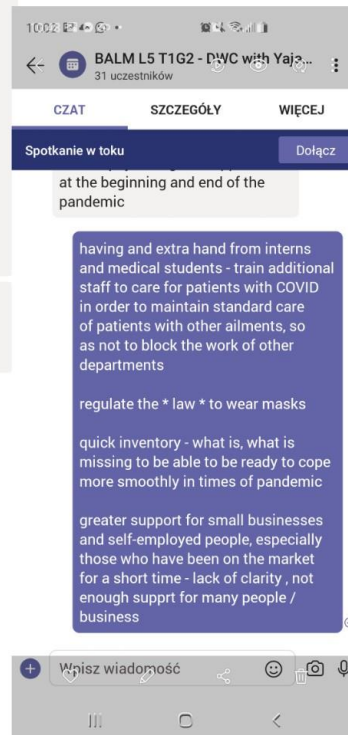
trust

Wpisz wiadomość

Task 1:

Suggest some creative idea/s that government could have applied to deal more effectively with the current pandemic situation. (that could have helped to save more lives, jobs and businesses).

Share your findings in the meeting chat or discuss in the classroom.



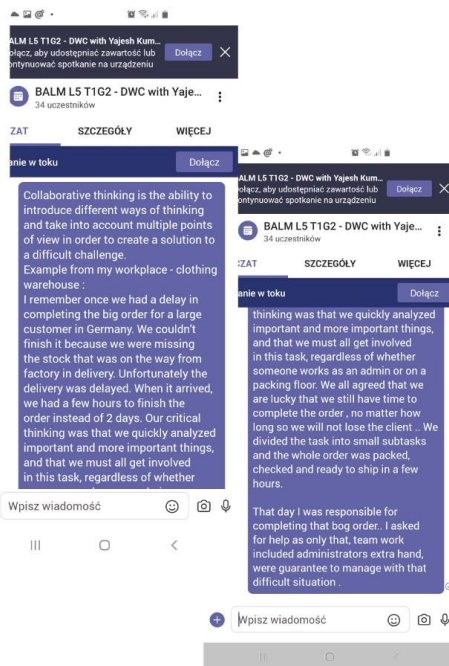
Yajesh K.

Task 1:

What do you understand of collaborative critical thinking?
Share your experience of applying collaborative critical thinking skills in your workplace situation.

Consider the following points:

- What was the task/ objective/ goal?
- What was your role?
- Were you able to achieve the desired task/ objective/ goal by applying collaborative critical thinking skills? If yes, discuss briefly what made it happen and if failed, what were the lessons learnt.

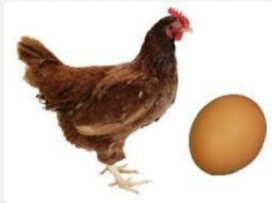


YK Yajesh K.

Task 1:

Discuss in your groups (BRs), making use of CT

- Which came first the bird or the egg?



Share your findings in the meeting chat or discuss in class.

You can join your BRs. now.

BALM L5 T1G2 - DWC with Yajesh Kum...
Dołącz, aby udostępnić zawartość lub kontynuować spotkanie na urządzeniu

BALM L5 T1G2 - DWC with Yaje...
34 uczestników

CZAT SZCZEGÓŁY WIĘCEJ

Spotkanie w toku

Dołącz

Yajesh K.
Faduma on the same line.

Any counter argument.

Samata K.
According to scientists and research -it shows the egg came first.

definitely egg 😊 but the bird did not do it as did not exist yet . so first egg came from the ancestor of the chicken ..

just as there were dinosaurs in the past , the hen also had an ancestor , maybe some reptile 😊

Ostatnio przeczytane

Wpisz wiadomość

YK Yajesh K.

Task 2:

Discuss the importance of System Thinking approach and identify various subsystems/ components in UWTSD. Explain how the application of 'System Thinking approach' can help UWTSD to achieve its objective.

I dont know if I understood properly ..

Importance of System Thinking approach - you can find a solution to do things in new way , build a new environment step by step including every each detail essential to whole project

UWTSD moved from campus to online learning platform making sure the learning system is supported by IT and also other teachers or library's assistant were joined to lectures making the student life easier .

Many activities have been included to keep students motivated ; students have been asked to create groups so they can socialize and help each other

Wpisz wiadomość

BALM L5 T1G2 - DWC with Yajesh Kum...
Dołącz, aby udostępnić zawartość lub kontynuować spotkanie na urządzeniu

BALM L5 T1G2 - DWC with Yaje...
34 uczestników

CZAT SZCZEGÓŁY WIĘCEJ

Spotkanie w toku

Dołącz

UWTSD moved from campus to online learning platform making sure the learning system is supported by IT and also other teachers or library's assistant were joined to lectures making the student life easier .

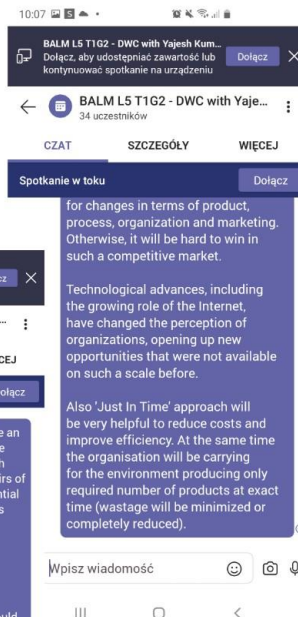
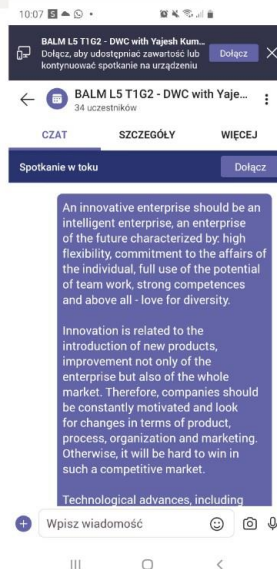
Many activities have been included to keep students motivated ; students have been asked to create groups so they can socialize and help each other

Lectures and Univeristy always make sure everything has been understood , all issues resolved and process of learning going smooth

YK Yajesh K.

Task 1:

Apply your critical thinking skills to recommend the future businesses to innovate in a way to become more sustainable.

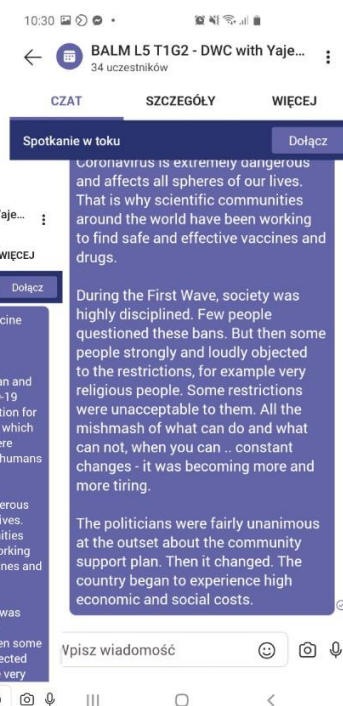
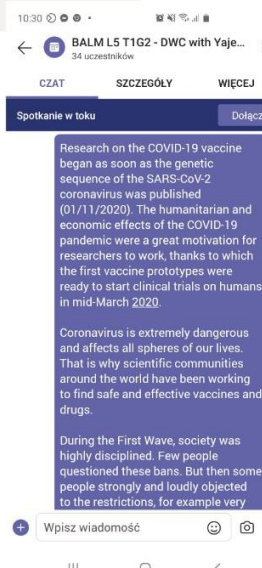


YK Yajesh K.

Task 1:

Covid vaccine to market and ready for administration.

In general, it takes more than a year to find such vaccine. Apply your critical thinking skills to identify what factors contributed to the success of getting a fast Covid vaccine.



YK

Yajesh K.

Please find attached the task 1 on De Bono's 6 thinking hats.

Task 1.docx

160,34 KB

You can join your BR now.

BALM LS T102 - DWC with Yajesh Kum...

Dołącz, aby udostępnić zawartość lub kontynuować spotkanie na urządzeniu

Dołącz

DWC - Group 3

BALM LS T102_GRP

WPISY

PLIKI

WIĘCEJ

WM Wintana Menghisteab (1921679)

10:25

Possible Next step ??

Odpowiedz

Ty

10:26

steps are ..

splitting the work

updating and sharing information

leaving notes if necessary for other team member

Odpowiedz

WM Wintana Menghisteab (1921679)

10:25

Wpisz wiadomość

WM Wintana Menghisteab (1921679)

10:23

we have learned that when there is bad communication the work must continue the solution is to talk to your collaborators in such a way to give the jobs on time and with the sharing of the work

Odpowiedz

Ty

10:23

so ..

without communication there is no success , only problems may occur

Odpowiedz

Wpisz wiadomość

BALM LS T102 - DWC with Yajesh Kum...

Dołącz, aby udostępnić zawartość lub kontynuować spotkanie na urządzeniu

Dołącz

DWC - Group 3

BALM LS T102_GRP

WPISY

PLIKI

WIĘCEJ

WM Wintana Menghisteab (1921679)

10:31

2-it is very stressful and tiring

Odpowiedz

WM Wintana Menghisteab (1921679)

10:32

causes anger and misunderstanding

Odpowiedz

Ty

10:34

negative aspects - bad energy at work, because misunderstanding and mistakes lead to frustration, every one judging others. they waste time for finding who was wrong instead of eliminate the route cause and improve

Wpisz wiadomość

BALM LS T102 - DWC with Yajesh Kum...

Dołącz, aby udostępnić zawartość lub kontynuować spotkanie na urządzeniu

Dołącz

DWC - Group 3

BALM LS T102_GRP

WPISY

PLIKI

WIĘCEJ

Ty

10:07

Ok. What are the facts ... I will cover it ..

Odpowiedz

Ty

10:08

the fact is that because the team do not communicate properly, they do not focus on the task with engagement

Odpowiedz

Ty

10:09

they do not exchange information between themselves so the orders are not completed, not finished on time and have mistakes

Wpisz wiadomość

BALM LS T102 - DWC with Yajesh Kum...

Dołącz, aby udostępnić zawartość lub kontynuować spotkanie na urządzeniu

Dołącz

DWC - Group 3

BALM LS T102_GRP

WPISY

PLIKI

WIĘCEJ

WM Wintana Menghisteab (1921679)

10:18

the positives are that you grow as a worker on your own and develop new skills that will help you in the future

Odpowiedz

Ty

10:18

5 . alternatives - the team should split the work between themselves, and always update everyone in the team about own part of the

Wpisz wiadomość

BALM LS T102 - DWC with Yajesh Kum...

Dołącz, aby udostępnić zawartość lub kontynuować spotkanie na urządzeniu

Dołącz

DWC - Group 3

BALM LS T102_GRP

WPISY

PLIKI

WIĘCEJ

Ty

10:04

so which problem we are going to discuss using the BONO'S ?

Odpowiedz

WM Wintana Menghisteab (1921679)

10:04

Bad communication ?????

Odpowiedz

Ty

10:05

ok , bad communication at work cause mistakes in orders and complaints from clients ?

Wpisz wiadomość