

Study Plan for LCLM4003_BIRM – Component 1

Time Frame: Four Weeks

Goal:	This study plan is designed to help you thoroughly understand the concepts, theories, and case study, ensuring they can confidently answer all 10 questions in the in-class assessment.
Week 1 Understanding the Case Study Goals: Familiarize with the case study and its key elements.	Activities: Read and Analyse the Case Study: - Read the entire case study carefully. - Highlight key events and challenges in each meeting. - Identify the role of individuals and their behaviours (e.g., Nick's leadership, team conflicts).
Week 2 Understanding theories. Goals: Gain foundational knowledge of Tuckman, Belbin, and Thomas-Kilman theories.	Study Tuckman's Team Development Model: - Understand the stages: Forming, Storming, Norming, Performing, and Adjourning. - Map each stage to events in the case study (e.g., Meeting 1 aligns with "Forming"). 2. Learn Belbin's Team Roles: - Study the nine team roles: Plant, Monitor Evaluator, Coordinator, Resource Investigator, Implementer, Completer Finisher, Teamworker, Shaper, and Specialist. - Identify which roles team members might fulfill based on the case study (e.g., Nick as Coordinator). 3. Explore Thomas-Kilman Conflict Resolution Model: - Learn the five conflict-handling modes: Competing, Collaborating, Compromising, Avoiding, and Accommodating. - Identify how conflicts in Meeting 2 align with these modes. Tasks: - Create a chart summarising the stages of Tuckman's model with examples from the case study.

	• List Belbin roles with potential matches for each team member in the case. • Write a brief description of how Thomas-Kilmann modes apply to the Meeting 2 conflict.
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Week 3: Deepening Understanding and Practice Goals: • Develop a deeper understanding of the theories and their application. • Start practicing question responses.	Activities: 1. Review Theories in Depth: ◦ Reread Tuckman, Belbin, and Thomas-Kilmann theories. ◦ Use online resources or textbooks to understand nuanced details and practical applications. 2. Apply Theories to the Case Study: ◦ Revisit the case study and analyse how teamwork theories are evident in each meeting. ◦ Write short notes on how Belbin roles or Tuckman stages influenced team dynamics. 3. Draft Responses to Sample Questions: ◦ Answer 2-3 practice questions using the case study and theories (e.g., "How does Tuckman's model explain the team's progression over four meetings?"). ◦ Aim for 100 words per answer, focusing on clarity and depth. 4. Group Discussion (Optional): ◦ Form study groups to discuss the case study and compare interpretations of the theories. Tasks: • Write a paragraph explaining the main conflict in Meeting 2 using Thomas-Kilmann. • Prepare practice answers for 2 questions and seek feedback from peers or a tutor.
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Week 4: Refining Application and Practicing Timed Writing Goals:	Activities: 1. Mock Practice Under Exam Conditions: ◦ Choose 5 sample questions and answer them in one hour. ◦ Focus on writing concise, theory-backed answers with examples from the case study. 2. Feedback and Review: ◦ Review your mock answers for accuracy and depth. ◦ Highlight areas where theory application could be improved. 3. Focus on Weak Areas:
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• Build confidence in applying theories under timed conditions. • Identify and address knowledge gaps.	○ Revisit any parts of the theories or case study that feel unclear. ○ Use additional examples to strengthen understanding (e.g., other case studies or real-world examples of teamwork). 4. Write Theory Summaries: ○ Write a one-page summary for each theory (Tuckman, Belbin, Thomas-Kilmann) with bullet points explaining key concepts and their relevance to the case. Tasks: • Complete a second mock exercise, answering 5 different questions in one hour. • Revise answers with feedback and refine examples.
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Week 5: Final Preparation and Confidence Building Goals: • Consolidate knowledge and refine responses. • Build confidence for the assessment.	Activities: 1. Review Key Concepts and Notes: ○ Revise all theory summaries and their application to the case study. ○ Ensure clear understanding of each meeting's dynamics and challenges. 2. Timed Full Practice: ○ Complete a full mock assessment under timed conditions (2 hours, 10 questions). ○ Focus on writing structured, clear, and concise answers. 3. Final Touches: ○ Review feedback from mock assessments. ○ Memorize key points for each theory and prepare quick mental outlines for possible questions. 4. Relax and Review: ○ Lightly review notes the day before the assessment. ○ Focus on building confidence and maintaining a calm mindset. Tasks: • Complete one last timed mock assessment. • Write quick summaries of key points to review on the morning of the assessment.
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Mock Questions

These mock questions are tailored to cover a range of theoretical and practical aspects of teamwork, encouraging students to practice applying concepts to the case study comprehensively.

Mock Questions Set 1: Focused on Core Theories

1. Tuckman's Model Application

- Using Tuckman's stages of team development, analyze the progression of the team from Meeting 1 to Meeting 4. Which stages are evident, and how do they influence team dynamics?

2. Belbin's Team Roles

- Identify at least three Belbin roles evident in the case study and explain how each role contributed to or hindered the team's progress. Provide specific examples from the meetings.

3. Conflict Management

- Describe how the Thomas-Kilmann Conflict Resolution Model can explain the disagreement in Meeting 2. Which conflict-handling modes are evident, and were they effective in resolving the issues?

4. Leadership Analysis

- Evaluate Nick's leadership style based on the events of the meetings. What strengths and weaknesses can you identify, and how do they impact the team's effectiveness?

5. Teamwork Benefits

- The case study highlights a transition from individual effort to teamwork. Discuss the potential benefits of adopting a team-based approach for the company. Relate your answer to the theories covered in class.

Mock Questions Set 2: Scenario-Based Analysis

1. Initial Team Challenges

- Analyse the challenges the team faced in Meeting 1 when transitioning from individual effort to teamwork. How do these challenges align with Tuckman's "Forming" stage?

	2. Sub-Team Dynamics ○ Based on Meeting 3, evaluate the effectiveness of dividing the team into sub-teams. How might this approach align with Belbin's Team Roles theory? 3. Resolving Engineering Issues ○ In Meeting 4, the team faced a problem requiring external assistance. How does this scenario reflect the importance of collaboration and resource utilization in teamwork? 4. Improving Future Team Performance ○ If you were advising this team, what changes would you recommend for future projects to avoid the conflicts observed in Meeting 2? Use relevant teamwork theories to support your recommendations. 5. Cultural Sensitivity in Teamwork ○ In Meeting 1, Sylvia corrected Nick regarding the term "Eskimos." Discuss how cultural sensitivity and communication impact team dynamics, drawing on examples from the case study.
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Additional Tips:	• Focus on Structure: Start answers with a brief overview of the theory, followed by specific examples from the case study, and conclude with an analysis. • Balance Detail and Brevity: Aim for clarity without overexplaining—100 words per answer is sufficient. • Manage Time: Allocate approximately 10 minutes per question during practice to ensure you can finish within the 2-hour limit.
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