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Introduction

This report enlightens about the understanding of the reflective practices and their purpose along with Gibbs Reflective cycle. The various aspects of this reflective cycle is also discussed in brief. Reflective practices are an ancient approach that is useful in personal and professional life in the contemporary age. This report is a based on the previous assessment which illustrated some crucial aspects about a company named John & Lewis. This company provides its customers various products from clothing to financial services. Company's manpower consists of 83000 dedicated employees who are working hard for the development and profitability of this organisation. This is one of the many reasons that this company has a net income of 172 million pounds.

Demonstration of the understanding of purpose and nature of reflective practice and a theoretical model

Reflective practice is a methodology to access our own actions and thoughts to ensure personal development and learning. One can use reflective practices for their own development or to aid others in developing themselves. This method is adaptable and comprises of a bunch of ideas that can facilitate personal development, training and self-improvement (Dixon *et al*, 2016).

Reflective practice has many merits and one of them is to increase the self-awareness which is a vital element of emotional intelligence. It also aids in the development of innovative thinking skills and boosts active engagement in the processes of work. It also facilitates the individual to understand others in a better way. A reflection is a crucial tool for learning. It allows the individual to recognise the weaknesses and strengths of that person. This eases the ongoing process of learning (Dixon *et al* 2016). With the aid of reflection, the person will develop skills, improve the quality of care and also improves the motivation of that person. Reflective practices enable an employee to evaluate and learn from what has happened and the employees can develop their future practices accordingly.

The reflective practices make us feel and think about ourselves and about the situations of the past. Reflective practice is a vital method to use learning and insights from the past to evaluate where that person is now. This method helps us to improve the present and future of the individual. This methodology has benefits that go beyond professional development and learning. Human relationships at parenting, romance and workplaces tend to improve with the help of this methodology. This methodology also facilitates meditation, rehabilitation, stress management and to cope with trauma or change.

Reflective practice can be considered as a flexible and old method. It has the capability of evaluating professional and personal aspects. It is a very ancient concept that dates back to 2500 years ago and was first practiced by the Greeks. With the help of reflective practices self-criticism, self-assessment and self-appraisal are also possible (Mathew *et al*, 2017). From the perspective of the employee, reflective practice can point out the weaknesses and strengths and will also portray the areas that need more focus to sharpen the skills of the employee to the maximum expertise level. The conduct and behaviour of the employees will also be improved by the practice of this methodology. The employees can maintain a healthy relationship among them with the help of this method. The collective productivity of the employees will increase and this will make the company's goals achievable in less time.

Gibbs' reflective cycle

In 1988, Graham Gibbs introduced this model of Reflective cycle and this motivates people to think about experiences that they encountered during a specific event, situation or activity. It is a renowned model for reflection (Sekarwinahyu *et al*, 2019). This framework comprises of six stages of reflection. They are:

Description

In this part, one should explain the reflection that is to be conveyed to the reader. It includes what is being reflected and who participated in the activity. The information portrayed in this section should be relevant and precise.

Feelings

The thought and feelings about the situational experience are to be conveyed in this part. In this section, the participant emotions can be discussed honestly. The after feeling and thoughts about the situation is also taken into consideration in this section.

Evaluation

The evaluation part makes the participant discuss about the efficiency of the operation of the task. The reactions of the participant along with other people are portrayed here. This part is an excellent area to include the work and theories of other authors (Tanaka *et al*, 2018).

Analysis

In the participant's analysis portion, the factors that have hindered or helped the event is to be discussed. The experience can be compared with the literatures in this part. This section is crucial for writing of higher level.

Conclusion

In this section, it is crucial to address whether the participant could have done other activities that would have helped, the learning acquired from participating in the task and the experience gathered from conducting the activity. An improvement that can be done on the next time the task is performed is also to be illustrated here. Positive and negative experiences are also to be discussed in this section (Tanaka *et al*, 2018).

Action Plan

Action plan demonstrates anything that is needed to be done to improve the quality of the task, the next time it is carried out. All the measures that can be taken to improve the next execution of the task should be written in this part.

Reflection on John & Lewis partnership experience

From the first outcome it is observed that the partnership between John and Lewis is significant in initiating the community engagement efficiently within the organization. In addition, my reflection on personal experience over the first report can be emphasized utilizing the Gibbs' reflective cycle.

Gibbs' reflection cycle

The Gibbs's reflective cycle provides a systematic approach to the personal experience and is reflected in five varied steps such as,

Description: In the first report, I observed that operational analysis is done over John and Lewis partnership to understand their effective contribution in engaging the community and working together as a team to achieve the goals and objective of the firm. I further analysed that John and Lewis have a systematic business process governed by three distinct organizational bodies that are co-related to each other to provide the best service as per the demand of the UK market. Thus, the organization has a specific goal to obtain higher growth in generating revenue with cooperatively working towards the accomplishment of the objectives. Subsequently, from the analysis of the macro factors I evaluated that the retail industry of John and Lewis finds significant advantage to

grow its business enormously from the external factors that supports the business operations. Moreover, I found that the employees are the crucial part of the firm that plays efficient role in determining the evolution of the firm. Therefore, I observed that the employees in various operational field of John Lewis are efficiently managed with appropriate training to eliminate the communication barrier within the organization and support team work that helps in a personalized accomplishment of the set goals. Thus, I observed that the strategies utilized by the organization are worthy in supporting the operational aspects of the firm to increase its productivity and overall revenue generated by the company.

Feelings: On accomplishment of the report I felt that John and Lewis partnership is progressing positively in the retail industry to develop the firm in order to obtain higher revenue generation. Moreover, I felt that the management of human resources within the firm and implementing the community engagement process within the firm has improved the performance of its employees. Thus, I observed the consistent production of innovative goods that met the demand of the marketplace.

Evaluation: From the report, I can evaluate that John and Lewis systematically coordinates its three principle branches to enhance the performance of the employees and relatively improves the production of the firm. In addition, I emphasize that the appropriate management of the employees and their relative improvement in technological skills have improved the production of the firm, thereby improving the operational performance of the company.

Conclusion: From the report, I can conclude that the partnership operation of John and Lewis has variant aspect in mitigating environmental issues and developing the firm towards achieving its goals. Subsequently, I conclude that the innovative production of the firm find its path in improving the competition over the UK market and increases the brand recognition of the organization overall.

Action plan: In order to communicate the goals and objectives of the firm in a better way, I suggest that training and awareness programs engaging employees in developing the community engagement should be improved. I further suggest that the improvement over sharing of relevant information within the organization can be done utilizing innovative tools that provides a visual perception such as virtual reality tools (Mindtools.com, 2020). Thus, the innovative technological advancements have tendency to engage more employees to understand the consequences of team work and improve the performance of the firma overall.

Relationship between the theory and experience

The theory/model that is illustrated here is the Gibbs reflective cycle. This theory helps in the reflection and self evaluation of an individual. In this scenario I am the individual and this theory has been beneficial for me. I have gained various kind of experiences and learnt a lot about new ways that can be implemented while conducting a reflection. For instance, the description stage of Gibbs Reflective Cycle taught me to acknowledge that the individual participating in the reflective process is as vital as the other aspects that are important. I am the one who is participating in the task. I have noticed that John and Lewis is a a company that greatly contributes to the community of United Kingdom. The company has a systematic structure for its operations which is an element of an effective organisation. The 2nd stage of the theory illustrates that this company is gradually becoming one of the top companies in the retail industry, which I have personally felt. I felt that

the company's Human Resource team is very efficient and the company's participation in the community engagement is contributing to the overall prosperity of John & Lewis.

This task has been very crucial for me and I have tried my level best to cover the necessary aspects in this task. I have read and researched thoroughly about John & Lewis so that I do not miss any vital element while conducting this task. I observed that John & Lewis has a good coordination among its employees and this facilitates the accomplishment of the any collective organizational goal. The management of this company is also effective in implementing innovative ideas to motivate the employees. Gibbs reflective Cycle has helped me in this evaluation of the company's effectiveness. I had to go through various books and research materials to gather the facts about this company's efficiency. I could have made this report more informative if I had the chance of communicating with some of the employees and higher officials of John & Lewis. I am determined to take this action if I have the opportunity to perform this task again.

Conclusion

The report is based on the reflection practices and a theory that is helpful in while writing about an individual's reflection. This theory consists of six stages, with each stage having its own value in the context of reflection. A reflective experience about the partnership of John & Lewis is demonstrated here with the help of the reflective theory, Gibb's reflective cycle. All the aspects of the learner's reflection from experience to future improvements are discussed in this report. The report covers other aspects as well that is crucial in this context.

Reference

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