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Introducing the Modern Workplace

LCBB4003

Lecturer Nadeem Mirza

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The Profile

A profile of chosen organisation- It was not as easy as it sounds to be. As an individual, I had the challenge to present the profile of the organisation Sainsbury's. As many of us know, Sainsbury's is one of UK's leading supermarket chain. As a group, our task was to show understanding of theoretical framework and application of relevant theories. To provide this, we had to produce a 20-minute presentation, which includes all the categories of the framework and the importance of them in an organisation. It was important for us to communicate and share ideas, so the final look on the presentation was outstanding. Every single day we shared thoughts and looked at each other's work to give feedback of what could be improved in certain areas. "The capability to as part of a team does not emerge without purposeful effort" (Martin, 2013)

First slide- History of the organisation

The first slide of the presentation was based on the history of the organisation. "History is not a new topic to business research and interest in history goes beyond the community of business historians that have the study of the past as their primary focus." (Brunninge, 2009). It is always interesting to see when a company's history is the establishment base upon which it stands and continues to grow. And while it is normal to want to underline only the good times, an effective and history includes every aspect of a company's legacy — both the high points and the lows. In this slide I had a to problem solve an issue. As the company was founded before 150 years ago, it has fought with a lot in past. In this situation, it was important to show, what were the most important stages throughout their record. To solve this issue, I designed a text showing 20 different years and events that has happened. I contacted my team that I worked with and asked for their opinion. I had to include only five out of the twenty, due to the slide being too small to keep all information in one.

Second slide- Presence of Sainsburys now and recourses with future expectations

Introducing the company about its presence

The second slide was mixed in two parts, the first one was aimed at introducing the company about its presence nowadays and who they are. In my opinion it is important to make the audience interested from the start, after a bit of history some people do get bored because they care about the future not the past, so it was important for them to interact from the beginning to the finish. To make this possible, everything was aimed to be simple and easy to understand.

Complicated words sometimes confuse the reader and the presenter too. The aim was to involve all the divisions they divide to, which included the supermarket, bank, and their recent contract partnership with Argos. To conclude the slide, I wrote about the main focus of the company, which was showing that they rely on loyal customers, but are still happy to welcome new ones in. “The trait of loyalty is infused and in calculated among individuals in a variety of ways and is developed depending upon the personal parameters of personality.” (Alok Kumar Rai, 2014). The slide itself, did not give me any challenges as the research was quite easy to find. The content was clear and written in good quality. However, there is always a room for improvements. The structure of how the slide looks, does not seem to be appealing as the way it should do. To make this happen, a bit more colour and images had to be added to make the presentation more interesting and attractive. But as the target audience was for people at age over 18 years of age it did not had that much of a purpose.

Second part- Financial resources and expectation for future

The second part of the slide two that I produced was aimed at the company’s financial resources and their expectation for the future. A budget is a planning essential tool for forming a framework for the business and its investments. Merging past styles with reasonable estimates for the year, a budget delivers a full view of resources, accurate income opportunities, and how to balance against your expected costs. Secondly, organising prospects for future is crucial component to the expansion of a Business. One of them is, decision making, and it was interesting to learn about a company that has had many massive decisions to make in the past. Decision making is critical when it comes to business missions and even within every company. Options occur and acknowledging the dangers will make it tough for any director to make a sensible choice. “The quality of our decision- making abilities determines how far we go in live. Our decision-making abilities determine our course of action personally, at work, in our interactions with people, and our relationships.” (Ackerman, 2017) But, with Sainsbury everything seems to be clear about the expectations from the beginning, so decision making is easier. As well as that it is a principle for development. Most people think that prospects will cause stress and failures. They fail to understand that expectations can lead them to the path to progress.

Conclusion

To conclude the whole presentation, as an individual it could be mentioned that it was stressful, but a good experience overall. Learning different types of theoretical frameworks will definitely help me for a future career in the business sector. As well as that, after everything was presented and finished, it made me a bit more confident for future challenges similar to this one. Presenting in front of people that you do not know as much is a different level to speaking to your family or friends. The language was formal, the whole thing needed to be spoken in perfect English. But as mentioned again the experience was unbelievable in a positive way.” Its easy to get comfortable with what you have achieved over time. So, its useful to step back and consider how your state of comfort came to be.” (Michael J. O'Brien, 2019)

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University of Wales
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Introducing the Modern Workplace

Sainsbury's

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Level 4 Term 2 Group 1

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Sainsbury's – organisational structure and its relationship with organisational culture

We chose our team by a majority to vote to choose the second largest supermarket in the UK - Sainsbury's. Fortunately for me, the team I had to work with turned out to be extremely communicative and invigorating people, full of fresh ideas and motivated to work. In order to move on to the main part of the work, we had to move on to the distribution of the points on which to work. Randomly, by drawing a slip, we chose who should work at what point from the company. In this way we eliminated all kinds of dissatisfaction and disagreement.

My part that I had to study, analyze and present was Sainsbury's organizational structure and its connection to organizational culture. This, in turn, was not an easy task and I had some difficulty finding up-to-date information, especially related to the structure of the company itself - and yet it was not impossible. The reports on the company's website helped me with that.

As we know, in the world of business, new and different companies around the world are constantly being registered. Each of them is unique in itself and a kind of competition for the others. Over the years of experience in the business environment, the significant role of the structure of each organization and its influence has been proven, which contributes to determining the roles and responsibilities of each of its members. Of course, the organizational culture factor, which is involuntarily or not created in the organization, is also essential. It is the main engine through which the productivity and results of an organization are formed.

On my first slide, I looked at:

- what is the structure of each organization as a substance:

“An organizational structure determines how the roles, power and responsibilities are assigned, controlled and coordinated in different levels of management.”

(By Management 2021)

- What are the types of structures that can be used depending on the type of organization. And they are:
 - ✓ Flat structure;
 - ✓ Hierarchical structure;
 - ✓ Functional organizational structure;
 - ✓ Divisional structure;
 - ✓ Matrix structure;

Those of the structures that are centralized (hierarchical and functional) decisions are made from the upper levels of the organization, and in decentralized (such as Flat structures) decisions are made between the different levels of the organization.

Organisational structure of Sainsbury's

In my second slide, I looked at Sainsbury's structure, which operates in a hierarchical structure. As such, it is understood that the highest level of the ladder is committed to making major decisions about the fate of the company. Since the company has a large number of levels in its structure, it sets a short range of control, ie. a small number of staff available to the manager or manager. This ensures a higher level of security and control. This in turn has a downside - labor costs are rising.

At the top of the pyramid stands the board of directors. He is the main body in the company and as such the responsibility for making the main decisions (mainly in the long run) for the future of the company falls on him. In addition to creating a strategy for the company and overseeing its implementation, the board applies a culture, ethics and values system to the business, as well as effective corporate governance. He is also responsible for the company's internal control and risk management.



The chairman of the board (Martin Scicluna) is the highest figure in the hierarchy, who supports and supervises the work of the CEO (Mike Coupe) and the CFOs (Kevin O'Byrne) and others.

At the next level is the operational council, which focuses on the day-to-day management of the business and implementation of the strategy set by the Management Board.

Also at this level of the structure is Sainsbury's Bank, which consists of an independent chairman, 4 independent directors, as well as a non-executive director of the operating board, chief executive officer and chief executive officer of the bank.

(By Sainsbury's 2020)

Within this structure, the various departments range from independent directors to IT directors. Their responsibilities and role are clear for achieving certain goals. Sainsbury's has many directors, which allows each of them to monitor individual aspects of the business and report if shortcomings are found that the company has made and that have prevented it from taking the lead in this sector.

The organizational structure used by Sainsbury's provides a more flexible way to succeed and achieve strategies in the individual units (trade, logistics, etc.). Such a structure improves efficiency in competitive markets because it emphasizes the different departments of their powers and clearly understands the chain of command (subordinates know who is above them and to whom to report and where to get information according to their needs). The staff is different in each hierarchical level, but Sainsbury's treats everyone equally.

Organisational culture of Sainsbury's

Apart from a good organizational structure, the achievement of efficiency is hidden in the organizational culture followed by the company.

That is why in my third slide I wanted to draw attention to the essence of organizational culture for organizations, its levels and to show also what organizational culture is set in the organization we are considering. In its essence, culture is a set of values, beliefs and ways of interaction that shape the social environment in an organization.

(Cancialosi, C. 2017)

Regardless of the type of organization, the culture and gives a uniqueness that will have a key influence on the behavior of consumers and employees towards the organization and the product or service it offers. The culture in the business organization can develop in different levels:

- *Organisational culture;*
- *Culture and nation;*
- *Professional culture;*
- *Culture and management;*
- *National culture;*
- *Corporate culture;*

Three are the main criteria needed to create a sustainable culture:

- be strategically appropriate;
- be well padded and strong;
- be the goak;

In order to have the maximum impact, it is important that the culture reflects the company's goals - a criterion that Sainsbury's strictly follows. Also, the organizational culture applied by the company reflects a competing value system - which strives to be adaptable and flexible. These are qualities that are extremely effective, especially in times of tension in dynamic situations - typical of the industry in which Sainsbury's is developing.

The brightness of the diversity of the different people in the world who work for Sainsbury's is extremely high, which is why the culture that follows the organization plays the role of a balancer and creates norms of behavior that shape a normal atmosphere during the work process.

Organizational culture is a sustainable unit that is best reflected in the long run. This helps to form a picture of market-oriented behavior. And this in turn gives the company an advantage over other competitors.

Conclusion

The conclusion I presented in my fourth slide was that the organizational culture and structure, although in different ways, contribute to the effectiveness of the company. The structure in its essence builds the coordination between the different levels of the company and helps for the strategic leadership and management. A culture in turn adds to the mode of communication and integration to create a pleasant working atmosphere.

A personal conclusion for me along with the group task that was given to us is that with a great and communicative team that actively participates in the work process, can achieve great results, which will bring motivation and satisfaction from the done work.

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BA Business Management
Introducing the Modern Workplace

Module Code: LCBB4003

Lecturer: Nadeem Mirza

Assessment 2

Reflective Report

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Introduction

As the famous American Philosopher John Dewey puts it: “We do not learn from an experience ... We learn from reflecting on an experience”.(Dewey, 1938) I fully agree with that quote and try to implement it in every aspect of my life. Without reflecting on your own work in the most objective way possible, you can never truly learn from an experience and further yourself. Academically it is also good to reflect on the work you’ve done or written, as this way you can honestly evaluate your own strengths and weaknesses, where you did well and which part of your skill set still needs work done on it. In this short reflective report, I will be discussing my process of dealing with the second assessment of Introducing the Modern Workplace module, and some of the new things that I learned.

Main Body

When we were told that, the second assignment of the module is going to be a group project involving a PowerPoint presentation I was very excited for two main reasons. Firstly I really enjoy working with other people as I fully believe that having ideas and that are evaluated by other people boosts the productivity of a group, and secondly, as it provided a different type of assessment than the usual essay we had to write for every module of UWTSD. The assessment was a great opportunity for us to explain and apply our knowledge and investigation, using what we have been taught during the lectures, to a practical case study, which in our case was the Sainsbury’s company.

Next came the group discussions and task division. There always is a little level of anxiety of whether or not a group will stick and work together properly, however this was quickly overcome once I saw that every member of the group was very friendly and spoke in a positive and understanding fashion, which filled me with optimism. The choice of which person takes which part of the assessment was also made in a very democratic way, leaving me very positively looking forward to working with my group. The topic I had to talk and write about was regarding leadership and management approaches within the organisation. Coincidentally as I genuinely believe that people are the main part of the core of any and every organisation, and I fully believe that it is incredibly important to study and practice an

excellent management approach, I could not wait to dive in all the new information I was going to learn about my assigned topic.

Without a doubt, this was one of the most interesting aspects of my learning about the modern workplace. I managed to expand my knowledge regarding managing people quite extensively. One example I can give is that I originally thought that leadership and management are one and the same things, however when reading through the theory of leadership I understood that there is quite a large difference between them. In addition to that, carefully listening to the lectures delivered to us, in weeks four and five specifically, my lecturer, Nadeem Mirza, was able to provide quite the extensive understanding of the differences between the aforementioned terms. I understood that Management and Leadership are quite dichotomous yet complimentary at the same time. Leadership referred to understanding how tasks are performed, how to develop a vision and help others understand it, be inspired by it, and incorporate it into their own work responsibilities. Management on the other hand, connects with the day-to-day activities of the company, by focusing on processes and systems, organizing staff, taking control and solving problems. For a company to succeed, its manager needs to be familiar with and utilizing both leadership and management skills.

My many years of experience as a nurse provided me with the opinion that an autocratic style of leaderships is the most productive one as this style was used as a guiding principle in the performance of daily tasks at my job. However, I was surprised to find out that a democratic style of leadership was not only more popular but statistically more efficient.(Dyczkowska, 2018) It was this type of a management style, which was most prevalent during our project group meetings when we were preparing for the group presentation. By utilizing the style accordingly, every member of the group was allowed to give fresh ideas and constructive criticism thusly aiding us in working to present our individual topics in the best was possible.

Specifically looking at our chosen company, Sainsbury's, and by utilizing the scarce resources we managed to find online I came to the conclusion that the organization uses both the democratic and autocratic styles of leadership. The former is most useful and prevalent at the senior level, where we can respectfully include all people of a decision making process in a conversation where all of their ideas can be heard and discussed. This style is also very useful for encouraging newcomers to share their thoughts and feedback both on the already existing and new processes of the organization. By utilizing this style we can ensure that we

have taken the initial crucial steps into making a well working management team. The autocratic style of leadership on the other hand is still more useful and convenient when it comes to shop floor employees. As they are not necessarily part of the decision making process and are more focused on day-to-day tasks, the autocratic style is perfect for them as it provides a clear chain of command and oversight, and allows for quick decision making, more prevalent in stress-filled situations.(Cherry, 2020)

Conclusion

To conclude I can simply say how wonderful it was for this module to be used to educate us in the intricacies of running a company, beginning with the organizational structure and culture and encapsulating, almost everything there is to be learned theoretically regarding the management of the company. I do have to admit that, as English is my second language, some of the terminology and aspects of the information covered was challenging to grasp. However, as a whole, I feel much more fulfilled and understanding of the challenges companies face on a daily basis, and I can say confidently that the modern workplace is a territory that I am happy to explore further.

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Reflective report: Factors influencing Group and team behaviours

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Module Name: Introducing the Modern Workplace

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Introduction

To maximise performance in the organisation, formations of work teams are always important and involves with a wide range of factors. The factors have consistently been shown to have a positive yet sometimes a negative effect on an organization's operational sustainability over time. We can oversee their impact on one of the well-known retail company in the United Kingdom, Sainsbury's, the focus of this reflective report.

Group and team behaviours

Team and Group organisation

A successful organisation highly depends on good interactions. A teams or groups are made of two or more individuals who work together to achieve their objectives in a cohesive and efficient manner (Armstrong M, 2017). A team differs from a group in that it consists of two or more people who collaborate to reach a common goal in an organisation. A group is led by a single person, while a team is led by many interchangeable people (Fayol, 2016).

Although often fundamental principles of organisational behaviour are not closely specific, I suggest they serve as base for the organization as a Group and the formation of its teams. Working in many similar conditions I can confirm that Team or Group like a whole part of the organization influences its productivity levels and are affected by many factors most important of which are knowledge, cohesiveness, norms, size, abilities, powerful aspects that I discuss in this report.

Factors influencing Group and team behaviour.

- **Knowledge.** We all may agree that employees must be knowledgeable to identify how to achieve the best results and ensure that the organization's aims and objectives are met also stated by Tariq, S et al., (2016). The concept of knowledge control, which is related to organisational development, is a fundamental factor in successful organisational performance. (Mullins, 2019). According to that and my research on Sainsbury's organisation I can notice that knowledge is the primary factor that improves their work's quality and performance. With their Competence in knowledge management, on the one hand, helps individuals to moderate their behaviour and perform specific objectives and goals. Their understanding, on the other hand, is the important factors help them in conflict resolution and communication with the ability to collaborate with all inside and outside of the company for the interest of their customers, colleagues and other stakeholders (About.sainsburys.co.uk., 2021). I can conclude that knowledge is the power to lead the organisation providing them with huge capabilities and coordination thereby store works effectively and leverage the potential of the organization.
- **Cohesion and Synergy.** Synergy is the realisation that no single part is more relevant than the whole, whereas cohesion is the management of individual parts in relation to the whole. The more cohesive is a group, the more opportunities it has to achieve its goals (Wood, Jane L., 2014) and I have had opportunity to prove that in this year presentation opportunity. On a workplace employee relation are characterised as human resource personnel's attempts establishing a friendly relationship with each other to earn their confidence and loyalty (Mai Ngoc Khuong et al, 2020).

In addition, from my past practice I would like to mention that employees are the ones who interact closely with clients directly and hence have a better understanding of their wants and desires contributing to customer satisfaction. Sainsbury's as an organization with proven potential, they effectively use their co-knowledge, trust, commitment, and willingness to perform cohesively with the strategic potential for their results. (About. Sainsburys.)

- **Norms.** Norms are a set of guidelines that the organisation has agreed to follow. The group's standards of behaviour are established by them (Mullins, 2019). I can confidently state that they define the order and consistency in work and give enough guidance according to which an individual builds his behaviour. Sainsbury's as a proof company implement norms and rules to flow its processes smoothly and effectively. Moreover, they ensure that everyone who is recently hired to be aware of and accept the company values, mission and vision needed to implement the company's strategy. Moreover, Sainsbury's has made major investments in its training like a norm in their organisation and development process through internal programmes, and this has undoubtedly resulted in employee recognition (About.sainsburys.co.uk, 2021).
- **Size.** Size of Group or team depend on the tasks or the strategies of the organisation due to the influential guide to coordinate their action (Slack et al, 2020). Although, size establishes priorities among the faster or better performance of an organization's objectives, I could say that the balance of it grows is shaped by its sense of mission. For instance, Sainsbury's main goal is to achieve efficiency in satisfying customer needs by providing them with high-quality goods and services. But in order to accomplish it need the appropriate number of units I guess is needed to be able to distribute their task correctly (About.sainsburys.co.uk, 2021). Moreover, organizational effectiveness of Sainsbury's is so high how high is its responsiveness and flexibility associated with its size.
- **Skills and abilities.** According to Mullins (2019) skills and abilities change Group organisation and team performance, extremely. I agree with that, and in addition I would like to assume that variety of abilities contribute to or make an atmosphere for an organisation to change. I often have had the opportunity to observe its effectiveness

in overcoming a competition, development of resilience, ability to resolve difficult problems, bringing innovations or the ability to perform better. To provides an example of what I mean, let it to consider the case of Sainsbury's. They keep their process going smoothly thanks to great selection of well skilled employee staff. They are more able to engage easily with clients and do well in their everyday activities. They engage with their stakeholders, refers to the company's ability to source their various key needs and coordinated them to establish good standards This is very important for large organisations like Sainsbury's in order to boost their productivity and to be one of well recognition retail stores in the market ((About.sainsburys.co.uk, 2021).

Successful vs Unsuccessful Group and team

But what makes Group and Team Successful? Taking in consideration that the differences between successful and unsuccessful Group and team are various, they are based on the result of the mentioned above range of factors. When I compare them, in view of organisational performance, certain relevant aspects usually take into consideration. But one of the significant points of importance I think leads on the decision-making process. According to Mullins (2019) effective teams are deeply compatible with the right decisions strengthening a functional system of organisation and making them efficient to achieve their objectives. In addition, according to my opinion, it gives the ability to be more creative and to have greater access to more knowledge based on individual experiences. In contrast ineffective teams are not only a result of private interests and huge differences, but also are tending to fail due to more inflexible decisions. Sainsbury's related business cases are critical to business decision-making in an increasingly interconnected environment. The practise shows that highly successful teams seek to make right decisions as quickly as possible and in the most appropriate way. (Andrew, A., 2015)

Conclusion

It is apparent that the performance of Sainsbury's as a Group is due to good behavioural approach who affect their teams. And according to my experience, in addition,

these important factors measure the achievements of Group contributing to a long run success. For me as a future potential manager I learned a lot from their organisational behaviour, but most of the experience, I gained from the group presentation this term. A practice that will help me no matter what profession I have, and the opportunity to take advantage of a situation while being approachable with peers is a great skill to implement. This knowledge was extremely valuable to me because it helped me to recognize my personal obstacles as a manager and identify areas that need further improvement. Since the organization as a Group should be oriented to the activities and functions within the entity, according to current trends and interests. The teams should create the best opportunity to solve their tasks in a most effective way. Whenever how prospective they are, in my opinion, it is most important to be successful enacted.

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Level 4, Term 2, Group 1

Introducing The Modern Workplace

LCBB4003

Lecturer: Nadeem Mirza

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How Motivation and perception are linked to organisational performances at Sainsbury's

Now reflecting on the process of creating our presentation I am glad that I was a part of this group. Thankfully, since there were five of us, we managed to separate the work without needing to overlap on some of the bullet points. We chose Sainsbury's as our organization and considering its size, being the second largest supermarket chain, at first I thought that allocating useful materials would be relatively easy. As tasked on the final point of motivation and perception I quickly found out that even organization such as Sainsbury's doesn't have a well portrayed description of their current tactics.

Trying to fit in the frames of around three slides in the presentation I decided to sculpt them as:

1. Introduction to the topic
2. Explanation of the company's tactics and connecting it to the topic
3. Conclusion

Of course three slides are hardly enough to fit all the needed information and PowerPoint presentations are meant for visual representation. So similar to my colleagues I put only the main points in the slides and just explained the details. My topic has two separate points, them being "motivation" and "perception". In order to not overcrowd the slides I decided to focus on the motivational perspective. The perception factor I chose to insert when giving the spoken presentation and also compare it with motivation along the way.

The first slide is focused on introduction to the meaning of both factors. I have given a short description of the words in general. It being that motivations are the desires and drives within an individual, or the processes of stimulating people towards accomplishing certain goals. And perceptions are not only the ability of people to observe through their senses but also their awareness and the way they view moments and facts. Every person is wired differently so

everyone sees the world slightly different from everyone else. Then proceeded by connecting those basics to the business world and environments where motivation is what energizes, directs and sustains the employee behavior towards achieving the organizational goals. During our 20 of presenting I added that perception is what decides how employees respond to the motivations used by the employer. If understanding how people think and would react to different factors, employers and management could improve on their methods to achieve maximum results in the business and sustain behavior which gives stability in a company. I also placed a visual presentation of some of the results that motivation leads to with a picture graphic. After this introduction I placed the motivational theories that I have studied in our classes by only representing them with their names.

- Maslow's hierarchy of needs
- Herzberg's motivation – hygiene theory
- McGregor's theory X and Y
- Vroom and expectancy theories
- Maccoby, McCrae and Costa – personality dimensions
- McClelland achievement and acquired needs theory

My original thoughts were to focus on only one or two of them and give a description but my plans changed a few times while preparing the slides this was when I decided to focus the first page solely on introduction and introducing all possible options we've studied.

The second slide as a result of my plans became slightly overcrowded but there was no other option because I didn't want to create a fourth one since this was most likely to cause me to not meet my time slot of roughly 4 minutes. At the same time changing my third one from being for conclusion would have caused an aesthetic misbalance. So with the introduction of Sainsbury's motivational tactics I inserted a short description of the previously mentioned Maslow's hierarchy of needs theory. It proposes that motivation is created by meeting people's needs. With hierarchical levels for the different needs. Each one having to be met before rising to the next one. Also how Sainsbury covers all of the listed needs by starting with a good salary and a good workplace. And as the theory has a hierarchical structure also the company gives a chance for

growth of its employees and thus results in better satisfaction for their needs. I kept this on the right side in order to separate it from the introduction to the company. The information was derived from the company's website. While very diverse in information it lacked basic explanation of what I was looking for so I had to look into video interviews with higher-ups in the organizational chain to capture their main strategies. There I found in an interview with Angie Risley /Group HR Director in Sainsbury's/ from 2016 that they use schemes like staff incentives and staff rewards which include vouchers, promotion cards and discounts for employees (the company's way for saying "thank you") to promote increased employee motivation and boost productivity. Also as well as this a Sustainability plan is used through which the company invests in its employees by offering workshops for employees, apprenticeship plans and leadership programs to promote growth within the business and also to diversify the staff abilities which increases the work quality. In conjunction with this the use of surveys gives the opportunity for everyone to be heard from the higher levels in the company structure and form a community. With this I decided that the slide was covering a proper amount of the information that had to be shared without looking like a Word sheet.

In the third slide instead of describing the overall effects from motivation and perception on a business I chose to finish with a citation from the company's website that pretty much says it by itself.

"Creating an inclusive environment where our colleagues can be the best they can be supports our business continuity helps us attract and retain the best talent and increase productivity." (Sainsbury's, 2021)

I thought that there is no need for repetition as I had already mentioned the positive results in the previous slides.

Being the last speaking from the group I agreed to present the last slide that contained a summary of the presentation. It was the best decision because having to present a Power Point presentation online was already harder than face to face meeting and this way we minimized time delays from unnecessary switching between speakers.

As an overall I am satisfied with the work me and my colleagues did. We had good communication, even when being five of us and only communicating online, and managed to organize well. This made the process so much easier I think we presented well. The rehearsals we had beforehand clearly showed results in the final presentation with good timing and clear dialogue.

Reference list

1. Angie Risley /Group HR Director/ 2016, Sainsbury's Our Colleagues Interview

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