



MANAGING ENTERPRISE IN THE 21ST CENTURY

BMSK4006



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Table of contents

Introduction.....	2
Main body	3
Team development	3
Performance of the task	4
The presentation of the task.....	5
Conclusion	11
Bibliography	12

Introduction

Reflective learning is termed as an important factor that is useful in finding the capability of a learner in understanding crucial information and thereby utilizes it as a source in order to enhance the academic skills as well as self development (Griggs *et al.*, 2018). This type of practices generally enables the learner to determine the fact that how better results can be approached through the learning practices. However, it is completely depended on learner that how they would learn the findings and up to what extent they would involve themselves in the application process of several resources in collecting and enhancing their personal knowledge which is thereafter applied by them in an appropriate manner in wherever it is necessary.

The process of reflective learning usually provide with better understanding and platform of huge knowledge to the learner for the purpose of solving the uncertain issues that may arise. Moreover, it usually sued in finding the exact gap in learning skills and self development of various strategies which improves the gap through the identification of personal development plan.

Main body

Team development

The hypothesis of reflective learning practices can be determined as the essential element in enhancing the personal skills of the pupil in self-development. During pursuing my career in academic level, I did observe that reflective learning is a conscious process, which generally allowed me to participate in various platforms actively and also provided me the opportunity to review my personal skills by applying different learning resources from various sources. Further, the learning resources has played crucial role in my personal development effectively in which I have utilized the sources of library, internet, journal books, websites and many other study material which has helped me to learn various new things for my professional career. Due to this, I have able in enhancing my personal knowledge through the resources of visualization as well as verbal strategy which can be perceived in some of the beneficial situation via oral teaching process. According to me, reflective learning has helped me to fill the vast gap between the relationship of pupil and teachers, which could be possible by preparing the study more interesting and simpler. On the other hand, I could be able to evaluate the study substances without taking help from other teacher or mentor. As per my point of view, reflective learning has played a vital role as I could be able to gather various ideas of collecting data from proper and right sources effectively which will therefore required in the further learning process. Apart from this, my thinking power has been increased over certain period of time, which has enabled me to define the gap between what I did learn and what I could learn in future. I have been understood that I can learn various methods of collecting data and interpretation of data by applying effective analytical tools which could give me more authentic information based on the requirements. Even, I have understood some of the statistics and graphical techniques, which can be applied in further interpretation of the data that I have collected it, would help in developing self-development skills. According to Huisman *et al.* (2019), it refers to a type of technique of person's learning in which pupil are indulged to determine their own perceptive, talent and skills, which would be developed at the time of their academic engagement.

In this case, the study has chosen two models, which include Gibbs model and Kolb's model. With the help of these two models a person can get the benefits which is applicable in academic

field which is thereafter can be evaluated positively. However, only the experience in learning would not be enough for increasing employment and self development skills effectively. The person should focus on these learning and develop their skills based on their learning on a regular basis so that its effectiveness could help the person to develop self employment skills (Sager and Blue, 2019).

Gibbs reflective model

With the help of this model, the specialized location is being collected skill and potential knowledge (Towers and Loynes, 2016). Most importantly, my personal experience, perspective and thoughts in my career are being analyzed by the application of this model.

At the time of my studying period in 2nd year in college as an English Literature student, I has been said to make a proper questionnaire on the topic of “Employees behavior in workplace that affects the development of business”. It has become difficult for me to conduct the research as I did not know the procedure to prepare an effective questionnaire properly.

Performance of the task

I have been alarmed with the provided activity and has expected at that period of time which should have achieved if I was able to put full attention during class time and acknowledge the process of teaching in a better way. It could be provided me wit the bater knowledge of collecting appropriate data effectively.

The event has seems to be the most difficult part for me as I was not able to perform the activity in the event as per the given instructions and guidelines. At this point of time, I consult it with my teacher and asked for assistance and guide for implementing the task properly.

The presentation of the task

It is essential to analyze the learning process appropriately, which could only be done if the student would be able to identify appropriate sources of data collection relevant to study (Kumar, 2017). Moreover, teacher plays a great role in assessing the effectiveness of learning process. I have been seen that it is essential to follow proper guidelines in order to achieve success in a specific course of work.

Kolb's reflective model

With the help of Kolb's model, I have been able to determine my personal working experience in Ford Company that has helped me to enhance my personal employment skills in various beneficial ways.

Concrete experience

A task has been allocated to me regarding the preparation of a report that is related with the financial transaction of a month (Tawanwongsri and Phenwan, 2019). It was required for me to collect full information related to the transaction and record it effectively with high responsibility. It has helped me to enhance my reflection and deep thinking of creating a trust which generates effective communication skills.

Reflective observation

For implementing a task effectively, I was required to communicate effectively with other departments and follow up the transaction record. Thus, my experience about the time management has been increased from there onwards.

Abstract conceptualization

The event has helped me to build my presentation skills, which could be analyzed in future with the purpose of presenting my data in an appropriate manner so that better understanding can be done.

Active experiments

I will aim to increase my experimental behavior and also try to decrease the gap of communication level among the employees so that I could be able to implement my task with more perfection.

Improvement of skill gap

Skill audit

With the help of proper skills audit, I will be able to identify my drawbacks which are becoming barriers to my success. Skills audit is important for enhancing skills by which one can successfully become an effective English teacher. In most of the cases it has been found that improper and dishonest skill audit has lead to failure in career development process.

My personal skill audit

For the purpose of conducting a proper and effective audit, it is highly required to set desired objectives. Due to this reason, I have to focus on my personal strengths and weaknesses effectively which help me to relate it with creating beneficial opportunities to develop several skills as an English teacher career. Evaluation of a Personal Development Plan would basically help the person to record and review each and every single step for the development purposes.

Objectives of PDP (Personal Development Plan)

- Determination of necessary skills
- Assessment of present skills
- Determination of skill gaps

Matter	Skills I possess	Skill I require	Skill gap	Scale (0-5)
Academic skills	As a student, I did learn various skills in essay and report writing, presentation and note-making. These skills has helped me to develop critical thinking to solve academic issues	However, I possess various skills, it is required for me to develop advanced presentation skills. I have the weakness of expressing my ideas effectively to other which I have to solve as soon as possible	My main focus is to improve the communication skills via implementing effective problem solving issues. Due to this reason, I have not been able to communicate well with others	03
Research method	As I want to be a self employed English teacher, I have the skill of research method based on which I can be able to teach my students proper methodology.	I lack the planning of the methodology and that is why I need to improve my planning skills. Planning skills will help me to conduct research method for being a good English teacher.	Planning is the skill gap what has been identified in this process.	03

Presentation skills	I have adequate skills which helps me in participating effectively in group presentation.	Sometimes I feel difficulties with the time count and take more time in performing a particular task	Inappropriate in communication would make it difficult to spread information wisely in from of the audience	04
Time-management	Sometimes I lose track in the absence of proper guidance	I am weak in completing tasks within a short period of time. I have to develop a strategy to overcome this issue for the betterment in my future career.	This skill is highly required in both academic and career path. It is because the person should have developed this skill as it is required in the entire life of an individual.	02

Reflection	Self-accuracy skills has helped me to identify my own ability and skills	It is required for developing recent issues and challenges in order to develop sustainable growth	Due to lack of expressing feelings, it becomes difficult to make other understand about a subject	02
Referencing techniques	Analytic skills is the effective strength which helps to evaluate requisite information	The verification of gather data is significant to make better decision for minimizing the issues	Descriptive skills are significant in developing present skills for better outcome.	03

Table 1: Personal Development Plan

(Source: Created by the Learner)

Skill gap

Strengths • Skills related to problem solving • Skills related to team building • Higher motivation level, especially in commencing few academic operations • I have the ability to learn new things in quick way which allows me to save extra time wisely	Weaknesses • Huge gap in communication level • In-effective decision in the workplace • Lack of time management skills • I have the weakness of not getting selected in any company as I do not have the required degree for giving interview in Ford Company.
Opportunities • The major opportunity that can achieve by the individual is referred to e-learning which will help to collect all the requisite information • Using of advanced technologies to improve the performance in academic career • Progressive growth of companies in the market usually provides new opportunities of employment to the individuals.	Threats • Difficult to get the required job due to higher competition • Lack of appropriate guidance to improve academic performance (Zela, 2017) • Presently adopting of multiple skills are highly required for the purpose of getting an effective job

Table 2: SWOT Analysis
(Source: Created by the researcher)

Conclusion

It has to be concluded from the study that reflective learning is an essential factor that needs to be considered wisely in understanding about a specific subject. Moreover, the study has developed PDP which is required to execute effectively for ensuring the lack of skills gap and knowledge that could be filled via appropriate planning. It has been observed that employment skills are required to be undertaken wisely for improving the own accountability and potential power for successive growth. For the purpose of understanding my personal abilities, SWOT model is used in facilitating to determine the present strengths and opportunities for developing a strategic planning for achieving career objective. With the application of PDP, it becomes easier to utilize the available resources for the purpose of achieving success in respective task. After the evaluation of the task, I have realized that the execution course in research associated to data collection and preparation of questionnaire was a bit challenging. I have been also realized that due to this event I have been able to share my personal knowledge and skill positively with others in the course of learning.

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