

Professional Career Development Report

Patrick O. Adeboyejo

2019794

Lecturer: Hossein Shokri

BMSW4005

**Professional Career Development Report and Role Play
(Interviewee and Interviewer)**

January 2022

Table of Contents

Introduction.....	3
Importance of career development.....	3
Recruitment and Selection	3
Lecturer Observations	4
Personal Reflection on roleplay and Career Development	5
Formal learning	5
Informal learning	5
Experiential learning	6
Gibbs' Reflective Cycle	6
Step 1: Description.....	7
Step 2: Feelings	7
Step 3: Assessment	7
Step 4: Analysis.	7
Step 5: Conclusion	7
Step 6: Action plan	7
Reflective training	7
References	9
Appendix	11
Interview questions	11

Introduction

Professional career development is a way of helping the learners understand the career they would wish to pursue. The development allows the learners to get the skills necessary in their job. Some of the things that someone needs to have when starting their career include the motivation and the skills required in the profession. There are the employment goals that all individuals wish to have. These goals can only get met if the individuals have the right skills in their career.

Importance of career development

It helps human resource managers and other stakeholders like owners plan, formalise, and organise career programs to develop employees' attitudes towards the job and their behaviour while in their work environment. Job satisfaction is a positive emotional state which comes from an overall examination of someone's job or job experiences (Locke, 2012). For an employee to be satisfied in his job, he is always influenced by the people around him, i.e., co-workers and supervisors. Career development enhances the level at which the employees are committed to the work, which increases how effective an organisation is. It gets achieved through matching the challenges faced by an organisation with an employee who best fits in that gap.

Recruitment and Selection

As a security manager, the recruitment to the career is one of the most straightforward things due to my driving force to the profession. The recruitment into the profession checked on the skill set in the field, which was quickly addressed to the interviewer. The selection of the members follows the recruitment. The members ought to have succeeded in the interview process (Filiutina, 2018). Personal ambition is a strong desire to achieve something. It requires someone determined and must work hard to attain the necessary results (Azodo, 2018). For instance, a manager might have a strong desire to become a doctor to bring solutions to the surrounding community by providing better health care. For such a manager, they must be so interested in medical issues. They will always keep on looking for a way of providing first aid to patients even at home set up before being taken to hospital. So it should come from within and should be something automatic. The interview has been a semi-structured one where the interviewer looked at different aspects and questions that were asked and the answers given by the interviewee, and the lecturer's observations and remarks.

My interest in becoming a security manager gets only based on my big passion and interest in being a manager. As a manager, there are many privileges that someone has. For example, someone gets in command and has authority over the others. I will be able to make the guidelines that should get followed by the team I am leading. Other than just performing the supervision on the security projects, the security manager has a role in ensuring that the best steps have been followed in activating the products and ensuring that the team has well analysed all products.

As a security manager, there are the things that someone should have met as the baselines. Some of these include the availability of the individual in the place of work. Availability helps make the security of the region or the property being looked at to be safe. Additionally, as security managers, we should have the ability to pass communication effectively (O'Reilly et al., 2020). Communication is critical as it ensures that the members and security team are well informed on the duties to perform by each of them.

The selection process mainly based on the checking of the valid members who had passed in the interview process. If the individual was successful during the interview, he is given a chance in the selection and expected to turn up. For the specific case, the selection process of the security manager is mainly done by the board and expected to be reported to the individual persons directly.

Lecturer's observation

1. The interviewee maintained eye contact while going through the interview among them.
2. The answers given by the interviewee did come from within, so it is not something they are forced to do. So, this suggested that if the interviewee is selected to become a manager, they will be self-motivated.
3. The security officers seem to be prepared for the contest, so this suggests that next time while doing the interview; I should place more complex questions to get the best among the rest.

In my interview, the students interacted with their peers and security officers, and mentors to achieve the above. They had to undergo teaching clinics according to Scott Douglas et al. (2018). By doing so, and what they underwent they were able to be transformed from security officers to managers. Based on the findings, it was evident that most of the interviewees gained a lot of knowledge from informal sources. A semi-structured interview is applied together with an interview guide that involves standardised questions given to every interviewee, which allows them to discuss important topics relevant to the guide.

Personal Reflection on the Role Play and Career Development

Being a security manager, I have a unique role in the group. A security manager is a very complicated and challenging task that requires many skills and many responsibilities. The manager is the controller of the entire team. The security manager should analyse his employees' performance and develop a way of appreciating for motivational purposes. His team's wins and losses have judged this kind of manager's performance. The manager tends to carry the reason for failure and success result all by himself for his employees and the team at large.

The following are the main characteristics of a security manager:

- Well organised and valid decisions

As a manager, the decisions I will be making should get well organised as they are the sole controlling ideas in the organisation and the security sector.

- They give instructions and analyse an issue automatically.

Despite having group participation, my instructions should be adhered to since they are for the best of the organisation. Other than the giving of the instructions, I should analyse issues well to arrive at a conclusive solution

- They have exceptional knowledge that surpasses that of his athletes.
- They have a great understanding and solve problems rationally.
- They are self-motivated, and hence no need for supervision for them to do the right thing.

Formal Learning

In some countries like Australia, security management takes place in a formal manner whereby accessible security accredited courses have been recommended and are put into practice by the National Security Organizations (NSOs) whereby they are officially accredited and are allowed to be learnt in classes in both the university set up as well as in the Vocational Education and Training centres as they are recognised and passed by the law of that particular country (Alm, 2021). Formal learning is highly organised in terms of syllabus and purposes. The student is expected to attend a certain percentage to attain formal recognition and the required outcome designed to meet the requirements for someone to be competency-based.

Informal Learning

This learning is gained in an informal set-up outside the formal education system. This kind of learning comes from everyday experiences and has no qualifications. We can gain informal learning through:

- Attending public lectures
- An individual may learn from colleagues from a particular family member.
- Through watching television programs that are in line with your career.
- A person might learn by doing the job as it is said, experience is the best teacher.
- An individual might draw meaningful information from the internet.

The above ways help generate new skills and knowledge and help sharpen the current skills held by a security officer. Both formal and informal coaching learning should be used alternatively as both help sharpen the other.

Experiential Learning

Experiential learning means learning from experience. This kind of approach is not only applicable in an educational setting but instead is applicable in almost every perspective of human life. To understand experiential learning Kolb's came up with a model. This model helps explain how new talents, information, and visions are accessed through experience (Leal-Rodriguez, 2019). Kolbs outlined four stages at which practical learning goes through which relies on one another to succeed. The four stages include the following:

First stage: A security manager should have a more detailed knowledge of somewhat new during his managing session. For example, this might be putting into practice a specific tactic he learned from the internet to see whether it's applicable as a new teaching method.

Second stage: This stage is called the reflection period, whereby a manager looks at the areas that fit well during the introduction of the new managing method and looks for a way of improving possible mistakes. In this stage, a manager can understand what helped his employees learn and which issues hindered them from attaining the new skills.

Third stage: At this particular stage, the manager tries to make sense by conceptualising the relationship between what the employees just did and what the manager considers they previously know. What the manager reflects should be added to better their skills.

Fourth stage: The manager finally applies what has been learned from the thoughtful observation and conceptualisation phases and then becomes playful experimentation. This stage is applied now and then once new knowledge has been acquired.

Gibb's Reflective Cycle

To understand Kolb's learning model, Gibbs came up with a six-stage model to help examine and interpret experiences (Adeani, Febriani and Syafryadin, 2020). The first three stages are concerned with what occurred, while the other three contain responses to the experience.

The following are the six steps that Gibbs' applied in a reflective cycle:

Step 1: Description

The manager should provide a new and precise account of the experience during this phase. At this phase, the explanations should not necessarily get analysed, but what matters here is facts and being exact.

Step 2: Feelings

At this particular stage, a manager has been expected to recognise and put down the best results of any views and state of mind they encountered through their experience. The manager should be honest on the information he gave since the information helps develop plans about familiarity.

Step 3: Assessment

At this stage, the manager gets a better platform to realize what goes on well and what didn't happen well as he had initially thought and planned.

Step 4: Analysis.

At this particular stage, I may refer to other sources of information like literature review or even seek information from other people who are more experienced than him (McPhee et al., 2018). For instance, a manager may have read an article and felt that he didn't understand it clearly and hence may seek help from other expertise coaches to help him understand the concept there.

Step 5: Conclusion

Based on my observation, for someone to qualify been a manager, the manager must pull ideas from different sources to help him sharpen his skills and knowledge to understand what he needs to improve and improve the same.

Step 6: Action plan

As a manager, I create a phase to phase detailed plan for providing new knowledge experience by using data gathered from the above five steps. At this stage, the coach decides what needs to change and how to do things differently through an insight.

Reflective training

This kind of teaching usually helps the manager inform their employees and determine how those factors assist or hinder their work. There are two forms of reflection:

Reflection on the action: This commonly occurs after the manager's interview session. After relaxing, the manager sits down and thinks critically about the issues that happened during the interview session. However, the solution gets well guided by the manager's skills and experience level (Abiogu et al., 2020).

Reflection in action: On the other hand, this one occurs in a situation whereby a manager can think quickly and come up with a solution immediately during a training session.

References

- Abiogun, G.C., Ede, M.O., Agah, J.J., Ugwuozor, F.O., Nweke, M., Nwosu, N., Nnamani, O., Eskay, M., Obande-Ogbuinya, N.E., Ogheneakoke, C.E. and Ugwu, U.C. (2020). Cognitive-behavioural reflective training for improving critical thinking disposition of nursing students. *Medicine*, 99(46).
- Adeani, I.S., Febriani, R.B. and Syafradin, S. (2020). USING GIBBS' REFLECTIVE CYCLE IN MAKING REFLECTIONS OF LITERARY ANALYSIS. *Indonesian EFL Journal*, 6(2), pp.139-148.
- Alm, A. (2021). Language learning with Netflix: from extensive to intra-formal learning. *The EuroCALL Review*, 29(1), pp.81-92.
- Azodo, A. (2018). Relatedness of Students' Work Industrial Experience to the Professional Skills and Competence Development in Engineering Career at Nigerian Universities. *Comparative Professional Pedagogy*, 8(1), pp.89-95.
- Douglas, S., Falcão, W. R., & Bloom, G. A. (2018). Career development and learning pathways of Paralympic coaches with a disability. *Adapted Physical Activity Quarterly*, 35(1), 93-110.
- Filiutina, T. (2018). DEVELOPMENT OF ROLEPLAY skills OF PRESCHOOLERS IN INCLUSIVE EDUCATION. *Pedagogical Education in Russia*, (9), pp.131-137.
- Hernandez, R.G., Collins, K., Hopkins, A., Ashworth, J., Quigley, P. and Dudas, R. (2018). Establishing learning communities that foster career development skills within residency training. *Medical Science Educator*, 28(1), pp.7-8.
- Leal-Rodriguez, A.L. and Albort-Morant, G. (2019). Promoting innovative experiential learning practices to improve academic performance: Empirical evidence from a Spanish Business School. *Journal of Innovation & Knowledge*, 4(2), pp.97-103.
- McPhee, S. and Przedpelska, S. (2018). Experiential learning, community engagement, and student experience: Undergraduate field school course in rural British Columbia. *The Canadian Geographer/Le Géographe canadien*, 62(3), pp.372-383.
- O'Reilly, V., McMahon, M. and Parker, P. (2020). Career development: Profession or not?. *Australian Journal of Career Development*, 29(2), pp.79-86.
- Perkins, P., & Hahn, A. (2020). Considerations and Suggestions for Design of a Learning and Development Program for Sport Coaches. *Open Journal of Social Sciences*, 8(12), 457.

Zorina, E., Kartavtzeva, I., Krusian, I. and Mikhienko, S. (2018). Aspects in formatting professional speech culture for rural career development courses listeners. In *Engineering for Rural Development 17. Cep." 17th International Scientific Conference Engineering for Rural Development, Proceedings"* (p. 1125).

Appendix

Interview Questions and Answers

Question 1: Why do you want to become a security manager?

Answer: Because every individual dreams of reaching his career goals one day. And since I have selected security to be my career, I like dreaming big, and hence I would like to become a manager someday.

Question 2; which skills are necessarily required for someone to become a security manager?

Answer: For someone to qualify, you must be someone who can serve clients' needs and be friends with them. Also, be someone who can perform many tasks, have good communication skills, and be a good listener.

Question 3: What are the requirements?

Answer: Someone must have undergone training as a security manager for some time, must have maintained good records while undergoing training, must be a good timekeeper, be physically fit and be able to use a computer.

Question 4: How many years is required to become a security manager?

Answer: This depends on the organisation; if it is external the experience might even be like fifteen years. Else when internal this depends on how the organisation believes in you in terms of dedication, punctuality and hard work you are.

Question 5: What are the challenges that a security manager face?

Answer: Every job has its own challenges. Some organisation may employ people based on their colour and race. This is a challenge because an employee might be fit for a job, but the two above aspects fail him.