



Reflective Report

MODULE: Introducing the modern workplace

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MODULE LECTURER: Dr Laila Maazouz

STUDENT NAME: Akriti Saini

STUDENT ID: 2224661

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Introduction

This reflective report explores my experience working with a team to research Tesco PLC critically. Our project's goal was to thoroughly examine and assess several aspects of the business, such as its financial performance, strategic decision-making, and social and environmental effect. I will think back on my interactions with team members using Kolb's Reflective Model, identify important lessons learnt, and acquire an understanding of my personal and professional development during this endeavour.

Concrete Experience

I discovered that I was assuming a leadership position within the team early on in the project. Based on the strengths of each team member, I scheduled team meetings, established deadlines, and assigned assignments. This duty occasionally felt too much for me to handle, and I had trouble properly leading the team's efforts. Additionally, there were disparities in working methods and communication strategies, which occasionally resulted in disputes and misunderstandings.

As the project moved along, I came to see how crucial flexibility and adaptation were to my leadership style. I became aware that not everybody worked or communicated in the same way as I did. This insight motivated me to aggressively listen to my team members' viewpoints and take into account their recommendations and ideas. I was able to promote a more inclusive and collaborative workplace by recognizing and appreciating their individual abilities and perspectives.

Furthermore, the disagreements and misunderstandings that developed made evident how important open and transparent communication is. I discovered that resolving disputes quickly and maintaining a positive team dynamic required a compassionate and understanding mindset. I learned important lessons about successful leadership and the value of adjusting to various working styles for the success of the team through these obstacles.

Reflective Observation

As I have thought back on the project, I have realized how much my leadership style affected the dynamics of our team. Upon reflection, I see that my first method of task delegation did not take into account each person's preferences and abilities. Some team members lacked passion as a result of this error, which diminished their motivation and participation. As a result, both our general productivity and the calibre of our work declined.

Additionally, I have noticed that my strong communication style has unintentionally overshadowed the thoughts and opinions of other team members. The group became unbalanced as a result because some members felt their contributions were ignored and undervalued. This insight has brought home the value of creating a collaborative workplace where each team member feels valued for their individual ideas and contributions.

I am determined to modify my leadership style going ahead in order to create inclusivity and encourage open communication, making sure that each team member has an equal chance to participate and be appreciated (Sharmaa *et al.*, 2022).

Abstract Conceptualization

I understood the necessity of using a more participative leadership style to address these issues. To do this, I actively promoted candid conversations among the team members, making sure that everyone had a chance to share their opinions. I wanted to encourage a sense of inclusivity and ownership among the team members by carefully listening to the various viewpoints that were expressed, making sure that their voices were heard and valued.

I also realized that I needed to improve my interpersonal abilities, especially those related to empathy, active listening, and effective communication. I actively looked for chances to grow these competencies to address this (Moura, 2021). I participated in workshops on interpersonal communication and actively sought input from my team on how I may do better. By making an investment in these abilities, I hoped to foster a welcoming workplace where each team member would feel empowered to give their best work and flourish.

In general, these initiatives are intended to overcome obstacles, promote teamwork, and improve the team's performance and results.

Active Experimentation

I have identified several lessons and areas for personal improvement based on the group project's insights:

- ***Effective Communication:*** I will keep working on my communication abilities, making sure to pay attention to what people are saying and to communicate myself in a clear and succinct manner. The team will work together and understand each other better as a result of this.
- ***Accepting Diversity:*** I will cherish and accept varied viewpoints, realizing that they can result in more original and thorough analyses. I will aggressively look for many points of view and promote candid conversations.
- ***Strategic Alignment:*** I will go into more detail about the idea of coordinating internal operations to gain a competitive edge. Learning more about value chain alignment and comprehending its applications in various business contexts would be required for this.
- ***Constant Learning:*** I will adopt an attitude of ongoing learning and development. I will actively look for chances to broaden my knowledge and abilities while keeping up with the most recent trends and advancements in the marketing and strategic management industries.

Overall, the group work reflective report and the learnings from it have helped the individual learn important lessons and improve personally. My knowledge of strategic management and marketing in the retail sector has grown as a result of my experience researching TESCO PLC and working with my team members (Moura, 2021). We completed the project effectively and got important insights into the strategies and value chain alignment of TESCO PLC through good communication, collaboration, and continual learning.

Conclusion

As I think back on my time spent working with my group on the critical study of Tesco PLC, I am aware of the importance of strong interpersonal and leadership abilities in attaining group objectives. I was able to determine how my leadership style affected the team's dynamics by using Kolb's Reflective Model, and I gained important knowledge about encouraging communication, active listening, and empathy.

I was able to overcome early difficulties and improve the team's performance by valuing each team member's efforts and fostering an inclusive environment. I will keep developing my leadership and people abilities going forward because I know how important they are to both my personal and professional growth as well as group endeavours.

References

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