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Assessment 2- Human Resource Management

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Defining My Slide Development Process

Our presentation was on the topic of Leadership Development in Human Resources Management, post our initial meetings, everyone was assigned a specific topic to build the content material on. I was allotted to work on three topics, namely the Leadership Development Plan, the Future of Leadership Development, and the conclusion slide. These topics contributed to nearly 4 slides in the final presentation.

I conducted thorough research on the various successful organizations and the various plans they are enrolling in their strategies to promote the leadership skills and abilities of the employees individually and improve the competencies of the current leaders and managers to lead the team. There were various measures the current human resource scenario follows, these conventional methods include training and development processes, which can be initiated through coaches and mentors and job shadowing, and the programs that can be conducted as habits on a personal level through self-paced micro-learning (Baer, 2020; Harvard Business School, 2019). The management can actively increase leadership and engagement through job rotations, a development course can be offered to employees.

The second slide was on defining what the future of leadership development in the corporate world looks like. Since the increased adoption of technology in the form of AI and machine learning the need for leadership skills has staggered, organizations are being automatised to take up mundane work and they actively seek employees who can offer vision, growth, and guidance to the team and organization as a whole. I learned, with the use of AI and Machine learning the development programs will be more personalized (Narayandas, 2021). In result employees will be able to have a more realistic and connected learning experience (Uzialko, 2023). With the increased promotion of inclusivity and diversity in the businesses, the need for new strategies will be required to address

the diverse workforce and I came across a variety of new patterns that are more integrated. Key concepts and abilities are developed, critical thinking and problem-solving are encouraged, and a more effective learning environment is produced by integrated learning strategy (Zinaty, 2021). The conclusion slide was developed at the end, when all the material was collected, reviewed, and proofread to yield a significant end note to the comprehensive presentation.

Defining My Creative Process

Once the tasks were assigned I went into the research mode, to present the most relevant updated content and information for the presentation body. I had made a list of the things, I wrote it in my notes, and I made a rough draft to assign the estimated word count on each of the slides. I started with my research with the help of academic sources and online research on strategic human resource management academic journals and credible blogs, I collected the content for the supporting texts on the topic.

I focused on framing an effective body of content to make meaning, and offer the most notable piece of information to make it part of our presentation. The information had to align with the main topic and I planned on its structure. The content was assorted into equal bullet points with relevant imagery for the visual appeal of the text. The final drafts of the research were finalized into proper content which was later discussed within the group review to offer insights into and evaluation direction of textual information.

The reviews from the group on reading my information and how it can be improved I wrecked on the final texts that would go into the presentation. We had various discussions on the template, structuring, and presentation of the final outlook. I gave my input by sharing numerous templates and the arrangement of text, through collaborative decision making we achieved the final look.

My Experience as a Team Player

When working in a team one learns new aspects of their personality, we were all working for achieving the same objective, the successful completion of our presentation, through a collective approach. Our tasks were divided, we had all been assigned the topics to work on, conducted our research, and put forth the relevant material to propose an effective presentation. There were a series of phases in assigning the tasks from the ideation to the conceptualization of the presentation, these phases were accompanied by multiple healthy discussions and arguments. However, we were all able to complete the presentation cordially, with collective cohesive team functionality.

While listing the topics for the body of the presentation, everyone had to put their thought into it, there were a variety of elements brainstormed during the session and I realized, when working with different individuals as a team, I encountered variety in the opinions and perspectives that were laid in the discussions. The difference in the thought process, brought in creativity, innovation, and new ways of achieving our desired results. Our conversations always ended on healthy notes with proper discourse, without any open-ended and unclear answers, everyone was aware of what has been decided and what will be done next to progress further. Thereby, when working in a team, if the team members are all on the same page, it will be more healthy, compared to unresolved meetings without any conclusions to them.

The one aspect that was a limitation when working in a team was first, the discussions took a lot of time, getting everyone on the same page, and making the meeting fruitful was very time-consuming. When working as a team everyone has to communicate the roles and responsibilities, which needs to align with every member, that is we had to prepare individually the matter and at times it would be revised by other members which caused an issue with the interest and effort put

in by the later. The feedbacks were efficient in the guidance of an overall impactful presentation (Gallo, 2023).

I noticed when working in a team I am more responsible and pay more heed to the tasks assigned to me, I work on them more sincerely, when compared to working alone (Watson, 2022). I have made this observation based on the fact, that when I was supposed to give the required data and offer the results of my tasks, I completed them with absolute earnestness, this was somewhere rooted in the part where when being a team member, you are aware that the lagging from one individual decreases the overall speed of the group.

Conclusion

I have discussed my opinions regarding the contributions I have made to this project in this reflection. I worked hard to finish my portion. I found that HR managers face the challenges of attracting right talent, at right time with effective salary. Learning, growing, and adapting are ongoing processes in the development of leadership. For the betterment of future of organization HR should encourage existing leaders to find potential leaders within the team, train them and create pipeline in order to meet evolving needs.

References

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