VIBu 2019 reflection questions

VIBu first reflection essay

Write your personal two-page reflection on the first VIBu simulation addressing the four bullet points below. It is not the intention to write a description of the simulation, but to provide *an actual reflection that goes beyond simple descriptions and is based on concrete stories and examples you can share.* Do NOT give yes/no answers and do NOT use literature.

- Think about organizing the work. How did your team organize itself? Did you have roles or specific tasks? What was your role? How were the responsibilities distributed? How did you feel about the distribution of responsibilities?
- Following from the above, was someone responsible for distributing responsibilities? Explain how leadership was exercised during the first simulation – did you have one leader or many leaders? What were the main leadership actions that the leader(s) undertook? Can you identify different types of leadership and perhaps share some stories/examples?
- Identify the main challenges you faced (both as a team and as an individual) during the first simulation. Sharing some stories/examples would help you get your experiences across more effectively.
- Is there anything else you would like to add in terms of overall reflection on the first VIBu simulation that has just been completed?

VIBu 2019 reflection questions

VIBu second reflection essay
After the second session all participants will be asked the following to be answered in two A4 papers.

Following from the earlier reflection on completion on the first VIBu simulation, write another two-page reflection addressing the five bullet points below. Note that the purpose is not to write a description of the actual exercise or the game, but instead to provide your own **interpretation** and share your learning in a reflective manner. Do NOTt give yes/no answers and do NOT use literature.

Reflect on your thoughts after the second simulation session.

- Describe the decision-making process in your team. Was it different than in the first session and/or doing the team assignment? How did it evolve?
- Can you think of the phases of your virtual team's lifecycle? Were there clearly distinct phases (e.g. welcoming phase, working phase…)? Can you give an overview and describe briefly what happened in each phase?
- How did your team organize the work this time? Did you have specific roles? Were all team members equally willing to participate? Were all team members given equal possibilities to contribute? How do you see your role?
- You witnessed the challenge of dynamic membership, whereby some members left your team and new members joined. Share your reflection on this challenge of changing membership. How did this affect your team's performance? Did it generate more challenges? If so, expand.
- How was leadership exercised this time? Did you see new leadership behaviours or was leadership exercised in a similar way as before? How did leaders deal with new members? What did they do to ensure they became part of the team despite them joining late?