

PROFESSIONAL DEVELOPMENT



THE INDIVIDUAL EVALUATION



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PROFESSIONAL DEVELOPMENT

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MINUTE PAPER

Introduction

A “Minute Paper” for the entire PD2B Course. The Minute Paper consists of:

- What was the most interesting thing you learned in this course?
- What was the most useful thing you learned in this course?
- What was the muddiest topic/area in this course?
- What questions remain?

The Most Interesting

I found PD2B much better than the first year Professional Development program, because I found many interesting activity and gave me something that I never forgot in the future. The first year PD program we just followed the book with many boring case and analyzed it in group. But in PD2B, I could find many new things like we had to analyze one group behavior and learned their culture and way of interaction.

We had to create professional profile, digital profile, and promotional video. All of these activities were really useful and full of fun for us to do it. The most important things that we could learn something easily, in the same time we have fun. So, I hope we can get the same PD program for the future.

The Most Useful

The most useful activities in PD2B are workshops about cultural diversity and homogenous group. In this workshop, we learnt a new thing through role play, and every student were involved in this role play, so it was really helpful for students to understand it deeper and easier because they were involved in the activity.

The other useful activity was when we had to work together in homogenous group, because first time, I felt really unsatisfied about it. I thought I never able to work with the team like this, But after a while, I can understand that it was a challenge for me to work in this new kind of team.

The Muddiest Topic

The first activity in PD2B course seems boring and useless. When we did the professional profile and we have to do assessment from the Internet or from the book, because we even didn't know anything about it. Even the result didn't tell us anything. It means nothing. But, the other parts of the professional profile were quite interested and useful for us.

One other thing is when we were "forced" to make a promotional video. We didn't have any skills and abilities in this area; it gave us so much stress and problem. May be it will be much better if you gave us some information about how to create and edit movie.

Question

1. Why we will get grades in PD2B? How can you measure the result of PD2B? (If you measure from the product we have delivered, I though it's not fair at all. As you know, some of other groups they didn't create by their own skills and abilities. And is it right to give the group that just deliver normal products, but they have pushed themselves into their limit "worse" then the other groups that just ask someone expert in this area to create it for them?)
2. Sometime I can't understand the importance of Professional Development program. Can you describe everything more clearly and create activity like PD2B? Because it was far more useful and interesting.

PD2B LEARNING OUTCOMES AND GOALS

REVISIT, REVIEW, AND ASSESMENT

Introduction

This part will explain about to what extent has PD2B achieved the Learning Outcomes and Goals set out in the course syllabus.

Learning Outcomes

This module will help you meet the combined intellectual and emotional challenge involved in learning to communicate across diverse groups.

The intellectual challenge is to understand the essence of diversity: the rule about social game that differs across group.

The emotional challenge is to be able to put yourself in the place of somebody from a “strange” group.

The intellectual and emotional challenges already gave me so much improvement in my ways of thinking and reacting with cultural diversity. I thought it will be more useful, if we can experience both group, thus we can feel the differences between two different groups.

Goals Dealing with Diversity

- Become more aware of and begin to talk about diversity and personal prejudice issues openly.
- Begin to realize one's own comfort level when dealing with diversity issues in today's society.
- Become aware of hidden prejudice one may hold.
- Explore differences in diversity both personally and in a group setting.
- Have better understanding of other perspectives besides one's own and develop a clear definition of discrimination and prejudice.

All of the goals above are quite good and useful for us, but we can't reach it easily after done the whole PD2B. The goals are too broad and not clear at all, may be you have to focus it in two or three specific things. The abilities to reach the goals still depend on development of our self. For me, I already understand all the goals above, but this course could give me more chance to practice, to understand, and to improve my skills and abilities to deal with cultural diversity.

For some of my friends, they still feel that Professional Development is nothing, just full of "bull shit". So, I don't think the programs and the goals already properly set for the whole students. The one came out in my mind, because sometime, you too careless about the condition of students. Even you can't accept any reason for late or delay. You better give assessment and explanation every we done one task or activity, so we have concept in our mind about every activities and tasks that build Professional Development Program.

Goals Professional Profile

The second year IBMS student should further develop their professional profile. As I said before that, the rest of professional profiles are really interesting and useful for us, but assessment from the book and internet is meant nothing for us, because from that assessment we didn't get anything useful.

The first time professional profile almost 50% of the class done it wrong or incomplete, and you said it was un fair to give "A" to the one who redo it. For me, you were quite un fair, it was caused by lack of information, that you didn't give us clear instruction and contents. It is still fair to give A for the one who redo it, because they did it by them self and if you said like that people will be started to think, " ok, whatever I do, it is not possible to get A, so I just finished it." You create a possibility to "destruct" the effort of the students to deliver their best abilities and skills.

Goals Personal, Interpersonal, and Group Skills

The second year IBMS student shows that the interpersonal and group skills have matured during the second year of study.

If you put someone in the homogenous group who loves to work alone without sharing their tasks and responsibilities, so you'll create stronger of this characteristic. That's why I am suggesting you to create both homogenous and diversity group, so we can understand the difference and learn to develop ourselves in the future.

And with this kind of group, they will not able to learn anything about group work and relationship within the group or among the group with other group.

RECOMMENDATION FOR REDESIGN

Redesign the PD2b course for next year's 2nd year IBMS students:

Coverage Area

The coverage areas of PD2B are the whole 2nd year IBMS students, with the topic of "cultural diversity", and completed with guest lecture from 4th year IBMS student or external expertise.

Goals of the Course

From 5 goals that already set up before, I thought three among them are the most important objectives.

- Become more aware of diversity and personal prejudice issues openly.
Become more aware means that you not only to know about diversity and personal prejudice, but also to understand and able to practice it in the real life.
- Explore differences in diversity both personally and in a group setting.
With working in different type of groups (diversity and homogenous) students will be able to know and to understand the difference between two groups.
- Have better understanding of other perspectives besides one's own and develop a clear definition of discrimination and prejudice.
Once students involve in many diversity activity, they will step by step try to learn and to understand, thus they will have better understanding of other perspectives.

Topic of the Course

The topic should be the same as this year programs, because if we change the topic it will cause confusion in Professional Development Program (Different year with different program, I don't think this a good idea). Besides, the topic of "Cultural Diversity" is really interesting and very useful for IBMS students to prepare themselves in the business world.

The one we can do is developing the program with the same topic. We can try to make it interesting, easy to learn, and able to develop skills and abilities of IBMS students.

Structure of the Class

It is better to create for them homogenous group for the first part activities. In the middle of the program, we have to change the structure of the group, and let them choose their group freely.

Based on my knowledge, people will not prefer to choose groups members that have similarities, because it will give a challenge for that person. If they are the same, they will compete each other to be the best between them. So, if they choose their group members freely, they will create heterogeneous group members. (May be not 100% heterogeneous, but it is also not 100% homogenous).

Evaluate the Students

The evaluation process will be taken place after every activity, to give the clear explanation about what's the idea behind every activity, and what we already learnt in every task, so students will get clear view about Professional Development program. I will not give a grade in Professional Development program, because we can measure how successful students develop their skills and abilities in this program.

PEER EVALUATION

Introduction

Much of this semester's work has been accomplished within the groups that were set up at the beginning of the course. Assess your group members' contributions to your group work by assigning each member a grade on the A-F scale with a brief statement as to why you have assessed them the way you have.

Based on my opinion, all of our members group already delivers their best effort in Professional Development 2B program, so I will give all of them the same grade "A", except one of our group members that never showed up and followed the activities from the beginning, she is Naomi Deets. I will give her "C".

We always work together to create a digital profile, promotional video, and trade fair. We always contribute every task and responsibilities as fair as possible.