



## Assignment 3-4: Perception, Conflict and Motivation Challenges

### Overview:

Using your knowledge from lessons 3-2, 3-3 and 3-4, you will now apply the theory to a case study.

You own your own consulting company and have been asked to prepare a report on the BP oil spill disaster. BP, the company that hired you, is looking to use your expertise to create a report that will act as a lesson in dealing with management challenges. They will give your report to new managers so that these managers can view alternative points of view with regards to handling major decisions and new challenges.



Your task is to create a report that explains the many challenges faced by management during the BP oil spill crisis and report back on what other theories/strategies could have been used and what alternative actions managers/leaders could have taken. Using theory from the course, you will explain how leaders in all of the companies involved could have handled things differently in order to create better results.

### Learning Goals:

- Analyse how personal perception can influence the interpretation of information and thereby affect the decisions an individual makes.
- Evaluate conflict-management styles and their impact on a situation.
- Explain how various theories of motivation contribute to an understanding of individual needs, productivity and performance.
- Explain the relationship between motivation, rewards, and job performance.

### Success Criteria:

- Identify perception, conflict and motivation challenges in a case
- Communicate how conflict resolution and motivational strategies can improve job performance.
- Analyse a business situation and describe alternative measures using management/leadership theory learned in the unit

### TASKS:

1. Read the case study titled, "BP and the Deepwater Horizon Disaster of 2010."
2. Create a report that discusses all the management challenges that you can find (perception, conflict and motivation challenges).
3. For each challenge, explain the situation, explain what alternate measures you would have taken as a manager (based on theory), and explain the possible outcomes of your decisions/actions.

Note: The report can be in any format that you like. Examples of report formats can include: business report, essay, podcast, presentation, video, Prezi, etc.

