



THE TIMES 100

Edition 14

OPITO – The Oil & Gas Academy: Management styles in the oil and gas industry **Lesson plan**

Content area

- Management styles
- Leadership
- Skills and competencies
- Motivation

Method

This resource can be used for general classwork, homework or learning skills for investigation.

It is a good simple exercise in bringing the various terminologies together in understanding what it means, and how it can be used in context. This allows the pupils to bring out more in discussion and understand that the topics covered in Business Studies are not insular. The outcome will be by differentiation.

First Activity:

Using the case study and any other resources, define the following words:

Primary sector; secondary sector; tertiary sector; workforce planning; job specification; core skills; ISO9001; benchmark; staff training; human capital; CPD; technological change; automation; trade unions; STEM; recruitment; selection; induction; training; health and safety; leadership skills; job rotation; quality circles; quality assurance; GNVQ; AVCE; apprenticeships; job enrichment; job enlargement; specialisation; procurement; autocratic; democratic; laissez-faire; paternalistic; organisational structure; hierarchy; subordinate; span of control; chain of command; objectives; strategy; tactics; mission statement; culture; communication; targets; SMART objectives; supervision; delegation; empowerment; self actualisation; matrix structure; fringe benefits; labour turnover; labour retention.

Second Activity

Once you have completed the definitions link the following words together to form a paragraph. The words do not necessarily have to be in any order but must be in context of Opito . The Oil & Gas Academy.



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Questions

1. Workforce planning is an essential part of Opito . The Oil & Gas Academy. Why is this?
2. Employers are there to realise the potential of the Academy. Is this true?
3. How much do the job description and job specifications vary for the different jobs at Opito . The Oil & Gas Academy?
4. At times, a manager may adopt a paternalistic approach and not consult with other employees when making decisions. Why might this be?
5. Using examples explain the difference between delegation and empowerment.
6. How might a diverse company like the Academy motivate its workers?
7. Why does the Academy value new recruits opinions and insights?
8. What are the advantages and disadvantages of specialisation and job rotation?

Activities

- Using the Times100 case study and any other sources, produce a 5 minute presentation on the general overview of Opito . The Oil & Gas Academy in terms of where it is located, number of staff etc.
- Using theory X and theory Y of McGregor. List which of your classmates fit the theory X and theory Y profile. What might be the drawback of the theory in terms of pigeonholing your classmates?

Other resources

- MP3 download of the full case study
- Summary of the case study . 500 words
- Brief of the case study. for lower ability pupils
- Interactive online quizzes
- Revision theory:
<http://www.thetimes100.co.uk/theory/theory--motivation--312.php>
<http://www.thetimes100.co.uk/theory/theory--motivation-leadership--265.php>
<http://www.thetimes100.co.uk/theory/theory--roles-people-organisations--203.php>
<http://www.thetimes100.co.uk/theory/theory--primary-secondary-tertiary-activity--140.php>
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