PSPSCI012 Influence innovation and change through extension

Release: 1

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Modification History

Release	Comments
1	This unit was released in PSP Public Sector Training Package release 1.0 and meets the Standards for Training Packages. This unit supersedes and is equivalent to PSPSCI602A Influence innovation and change through extension. • Unit code updated • Content and formatting updated to comply with new standards • All PC transitioned from passive to active voice

Application

This unit describes the skills required to conduct extension activities where superior initiative and judgment are required within a strategically important area. It includes investigating extension issues and methodologies, preparing for innovation and change management, influencing innovation and change, and monitoring and evaluating the adoption of innovation and change.

This unit applies to those working on conducting extension activities within a strategically important area.

The skills and knowledge described in this unit must be applied within the legislative, regulatory and policy environment in which they are carried out. Organisational policies and procedures must be consulted and adhered to.

Those undertaking this unit would work autonomously with supervisory responsibilites, while performing sophisticated tasks in a range of contexts.

No licensing, legislative or certification requirements apply to unit at the time of publication.

Competency Field

Government Science and Technology

Elements and Performance Criteria

ELEMENTS	PERFORMANCE CRITERIA
Elements describe the essential outcomes	Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used, further information is detailed in the range of conditions section.
1. Investigate extension issues and methodologies	1.1 Investigate extension issues in relation to required program outcomes. 1.2 Develop extension objectives to further organisational outcomes and client needs. 1.3 Provide leadership to extension colleagues, influence decisions and monitor and change directions in accordance with emerging requirements. 1.4 Identify the characteristics of client target groups and adapt the interpretation of research information for different target groups. 1.5 Develop and use dissemination methodology, techniques and strategies in accordance with the type of research information and client needs. 1.6 Identify and exploit issues relating to intellectual property.
2. Prepare for innovation and change management	2.1 Build and use strategic industry alliances and networks to develop and apply industry knowledge to influence client decision making and practices. 2.2 Analyse the industry sector in relation to size, economic impact, and political importance in order to determine risks, and manage resistance to change and other contingencies. 2.3 Develop change management strategies. 2.4 Determine risks and develop and apply risk management strategies. 2.5 Attract and manage resources, and develop a communication and/or marketing strategy in accordance with program responsibilities and extension objectives.
3. Influence innovation and change	3.1 Influence clients to seek innovative solutions and to manage change. 3.2 Analyse and manage resistance to change. 3.3 Design and implement local and regional extension services, and set extension methods to meet the needs of clients. 3.4 Implement communication and/or marketing strategy and monitor information ensure it is relevant, accurate and tailored to client needs in terms of concepts, language and format. 3.5 Resolve client problems, and identify and document new issues for further research.
4. Monitor and	4.1 Evaluate and report outcomes against extension objectives and

evaluate adoption of innovation and change	required organisational outcomes.
	4.2 Implement and evaluate revised strategies, and manage contingencies to ensure continuous improvement.
	4.3 Identify outcomes with political and/or policy implications and make contributions to policy development.

Foundation Skills

Foundation skills are embedded within the elements and performance criteria of this unit.

Unit Mapping Information

This unit supersedes and is equivalent to PSPSCI602A Influence innovation and change through extension.

Links

Companion Volume implementation guides are found in VETNet - https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623

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