Assessment Requirements for BSBINN501
Establish systems that support innovation
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Modification History

<table>
<thead>
<tr>
<th>Release</th>
<th>Comments</th>
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<tr>
<td>Release 1</td>
<td>This version first released with BSB Business Services Training Package Version 1.0.</td>
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Performance Evidence

Evidence of ability to:

- design a new system for the organisation that clearly supports innovation, is innovative and is based on:
  - analysis of the organisation’s objectives, current systems, resources and barriers in relation to innovation
  - individual and group techniques with stakeholders to generate, test and evaluate several concepts and options for the new system
- consult with and analyse and integrate feedback from relevant stakeholders to develop a plan for the new system that addresses:
  - the need for external assistance
  - the impact of the new system on people, resources and other organisational practices
  - budget, timelines, responsibilities
  - a communication strategy
  - a learning and development strategy
- trial the new system including taking account of all consultative, coaching and technical issues and review it in relation to its goals for fostering innovation
- open the improvement process to ongoing collaborative input and challenge
- adjust system to reflect evaluation feedback.

Note: If a specific volume or frequency is not stated, then evidence must be provided at least once.

Knowledge Evidence

To complete the unit requirements safely and effectively, the individual must:

- explain how the new system supports innovation in the organisation
• explain the concepts and theories of change management including ways of introducing change in different organisational contexts and change management communication strategies
• explain the concepts and theories of innovation and how these link to innovation in practice
• explain techniques for generating, testing and evaluating concepts and options for new systems
• analyse the technical context in which the system is being developed
• outline the typical ways in which systems may present barriers to innovation.

Assessment Conditions
Assessment must be conducted in a safe environment where evidence gathered demonstrates consistent performance of typical activities experienced in the creativity and innovation and include access to:
• workplace documents and
• case studies and, where possible, real situations
• office equipment and resources
• interaction with others
• current industry technology used in the development of systems.

Assessors must satisfy NVR/AQTF assessor requirements.

Links
Companion Volume implementation guides are found in VETNet - https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10