



**Australian Government**

# **BSBLDR811 Lead strategic transformation**

**Release: 1**

## BSBLDR811 Lead strategic transformation

### Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 7.0.

### Application

This unit describes the skills and knowledge required to analyse and lead organisational transformation and learning for strategic outcomes. It covers leading transformational practices, cultivating collaborative practices, completing ongoing professional development and providing strategic leadership in a dynamic context.

The unit applies to those who use cognitive and creative skills to review, critically analyse, consolidate and synthesise knowledge, in order to generate ideas and provide solutions to complex problems. They use communication skills to demonstrate their understanding of theoretical concepts and to transfer knowledge and ideas to others.

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

### Unit Sector

Social Competence – Leadership

### Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Prepare to undertake strategic change	1.1 Identify personal responsibilities in strategic transformation process according to task objectives 1.2 Develop strategic change strategy in collaboration with relevant stakeholders 1.3 Brief internal and external stakeholders of strategic change processes and intended outcomes 1.4 Establish communication channels for organisational personnel to contact management
2. Lead strategic change	2.1 Analyse and confirm capacity and competence of relevant

ELEMENT	PERFORMANCE CRITERIA
	<p>individuals to contribute to change processes and plans</p> <p>2.2 Identify and resolve risks in change management process</p> <p>2.3 Develop learning and communication processes for addressing problems and risks arising during organisational change</p> <p>2.4 Make changes to change management process according to risks and inform stakeholders of updates</p>
3. Review strategic outcomes	<p>3.1 Analyse impacts of leadership on change management process using self-reflection</p> <p>3.2 Seek feedback on leadership during change management process from staff</p> <p>3.3 Apply feedback to leadership style</p>

## Foundation Skills

*This section describes language, literacy, numeracy and employment skills incorporated in the performance criteria that are required for competent performance.*

SKILL	DESCRIPTION
Learning	<ul style="list-style-type: none"> <li>Develops insights from experience to improve personal performance</li> </ul>
Reading	<ul style="list-style-type: none"> <li>Sources, evaluates and critiques ideas and information from a range of complex texts to assist with decisions, choices and to manage organisational requirements</li> </ul>
Writing	<ul style="list-style-type: none"> <li>Researches and prepares plans for relevant stakeholders incorporating appropriate vocabulary, grammatical structure and conventions</li> </ul>
Oral communication	<ul style="list-style-type: none"> <li>Expresses opinions and information and responds to other people's views using language appropriate to audience</li> </ul>
Teamwork	<ul style="list-style-type: none"> <li>Identifies impact of own behaviour on others, reflecting on personal strengths and limitations and implementing strategies to regulate behaviour</li> <li>Adapts personal communication style to build a positive working relationship and show respect for the opinions, values and particular needs of others</li> </ul>
Planning and organising	<ul style="list-style-type: none"> <li>Develops plans to manage complex activities with strategic implications that involve a range of personnel with diverse skills, knowledge and experience</li> <li>Systematically gathers and analyses relevant information and evaluates options to inform decisions with the potential to affect organisational outcomes</li> </ul>

## Unit Mapping Information

No equivalent unit. Supersedes and is not equivalent to BSBLDR801 Lead personal and strategic transformation.

## Links

Companion Volume Implementation Guide is found on VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10>