



**Australian Government**

# **PSPGEN069 Foster leadership and innovation**

**Release: 1**

## PSPGEN069 Foster leadership and innovation

### Modification History

Release	Comments
1	<p>This unit was released in PSP Public Sector Training Package release 1.0 and meets the Standards for Training Packages.</p> <p>This unit supersedes and is equivalent to PSPGOV604A Foster leadership and innovation.</p> <ul style="list-style-type: none"> <li>• Unit code updated</li> <li>• Content and formatting updated to comply with new standards</li> <li>• All PC transitioned from passive to active voice</li> </ul>

### Application

This unit describes the skills required to foster leadership and innovative work practices in others. It includes providing a model of innovative practice, organising workgroups to develop innovation and leadership, organising work assignments to facilitate innovation, supporting workgroup to develop leadership and innovation, monitoring innovation and leadership development and providing feedback on innovation and leadership development.

This unit applies to those working in generalist and specialist roles within the public sector.

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 consulting others as required, performing complex tasks in a range of familiar and unfamiliar contexts.

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

### Competency Field

General

### Elements and Performance Criteria

ELEMENTS	PERFORMANCE CRITERIA
Elements describe	Performance criteria describe the performance needed to demonstrate

the essential outcomes	achievement of the element. Where bold italicised text is used, further information is detailed in the range of conditions section.
<b>1. Provide a model of innovative practice</b>	<p>1.1 Promote and reinforce the value placed on leadership and innovation by the organisation.</p> <p>1.2 Identify and share within workgroups effective leadership styles and the benefits of innovative work practices.</p> <p>1.3 Identify leaders who demonstrate a range of leadership styles and provide workgroup members with opportunities to learn from them.</p> <p>1.4 Model and encourage innovative work practices in the workgroup.</p> <p>1.5 Identify and address barriers to innovation with the workgroup.</p>
<b>2. Organise workgroups to develop innovation and leadership</b>	<p>2.1 Analyse performance requirements for the workgroup.</p> <p>2.2 Gather information about workgroup members.</p> <p>2.3 Identify strengths and weaknesses of individual workgroup members in a manner that takes account of cultural and individual differences.</p> <p>2.4 Assign workgroup roles to match individual capacities and leadership styles.</p> <p>2.5 Assign workgroup members in a manner that fosters sharing of ideas.</p>
<b>3. Organise work assignments to facilitate innovation</b>	<p>3.1 Structure and allocate work to support innovation.</p> <p>3.2 Communicate work assignments to workgroup members in ways that encourage and reinforce group-based innovation.</p> <p>3.3 Allocate tasks and activities to ensure the best use of workgroup skills.</p> <p>3.4 Include timeframes and resources that allow for innovation in work assignments.</p>
<b>4. Support workgroup to develop leadership and innovation</b>	<p>4.1 Encourage workgroup members to work collaboratively on work assignments.</p> <p>4.2 Encourage workgroup members to share work information, knowledge and experiences in their day to day work.</p> <p>4.3 Encourage workgroup members to seek external stimuli and knowledge and to set up and maintain networks that support the development of leadership and innovation.</p> <p>4.4 Provide guidance to workgroup members on the use of innovation skills in ways suited to their current knowledge and experience.</p> <p>4.5 Encourage workgroup members to take a leadership role at different times throughout work assignments in accordance with their strengths or development needs.</p> <p>4.6 Coach workgroup members to ensure they have the skills to</p>

	underpin the development of leadership and innovation skills.
<b>5. Monitor innovation and leadership development</b>	<p>5.1 Encourage workgroup members to reflect on activities and opportunities for innovation.</p> <p>5.2 Evaluate workgroup activities based on feedback from workgroup members, management, clients and other interested people.</p> <p>5.3 Encourage and implement suggestions for work improvements made by workgroup.</p> <p>5.4 Record and present reviews of the application of innovation and leadership skills as required.</p> <p>5.5 Review the development process and discuss and analyse outcomes constructively.</p>
<b>6. Provide feedback on innovation and leadership development</b>	<p>6.1 Discuss and use feedback from review processes to inform future innovation and leadership planning.</p> <p>6.2 Acknowledge different leadership styles and their value in providing inspiration or closure at various points in the innovative process.</p> <p>6.3 Celebrate successful innovations.</p> <p>6.4 Discuss and resolve problems in the use of innovation skills in a constructive way.</p>

## 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 PSPGOV604A Foster leadership and innovation.

## 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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