



**Australian Government**

# **PSPGEN149 Develop and use political nous**

**Release: 1**

## PSPGEN149 Develop and use political nous

### Modification History

Supersedes and is equivalent to PSPGEN057 Develop and use political nous.

### Application

This unit describes the performance outcomes skills and knowledge required to develop and use political nous to navigate and succeed in the political environment of the public sector.

This unit applies to those working in public sector roles but may be applied to anyone working in a similar organisational context. Those undertaking this unit work independently, performing complex tasks in a familiar context.

The skills in this unit must be applied in accordance with Commonwealth and State or Territory legislation, Australian standards and industry codes of practice.

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

### Pre-requisite Unit

Nil

### Competency Field

General

### Elements and Performance Criteria

#### ELEMENTS

*Elements describe the essential outcomes*

1. Identify political terrain.

#### PERFORMANCE CRITERIA

*Performance criteria describe the performance needed to demonstrate achievement of the element.*

- 1.1. Identify and consider stakeholder positions.
- 1.2. Analyse corporate politics to identify agendas and players.
- 1.3. Develop and use awareness of political agendas, both open and hidden.
- 1.4. Locate the current agenda in the wider context to appreciate the big picture and provide more than one perspective.
- 1.5. Identify and confirm the impact of the agenda on the work area.

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|---|--|
| 2. Evaluate political environment.            | <p>2.1. Source information from inside and outside the organisation and confirm its authenticity and reliability.</p> <p>2.2. Analyse political, social and economic environment and consider emerging trends and current and possible future goals of the organisation.</p>   |
| 3. Form alliances.                            | <p>3.1. Identify power structure and sources of power in the organisation.</p> <p>3.2. Identify people prepared to trade mutual support and assess the benefits.</p> <p>3.3. Weigh risks and benefits of possible alliances.</p> <p>3.4. Lobby interested groups and individuals to gain support and acceptance of ideas and courses of action.</p> <p>3.5. Build influence with key policy makers, decision makers and influencers.</p> |
| 4. Bargain and negotiate to achieve outcomes. | <p>4.1. Develop sound positions with supporting arguments.</p> <p>4.2. Formulate responses to possible contradictory positions.</p> <p>4.3. Negotiate and refine positions with feedback from the negotiation process.</p> <p>4.4. Achieve consensus with others for one's position.</p> <p>4.5. Implement outcomes in accordance with organisational policy and procedures..</p>  |

## Foundation Skills

Foundation skills essential to performance in this unit, but not explicit in the performance criteria are listed here, along with a brief context statement.

### SKILLS

### DESCRIPTION

- |                                      |   |
|--------------------------------------|---|
| Oral communication skills to:        | <ul style="list-style-type: none"> <li>• use communication, influencing and negotiation styles to suit different audiences and purposes.</li> </ul> |
| Initiative and enterprise skills to: | <ul style="list-style-type: none"> <li>• interact effectively in networks to facilitate own success and achievements.</li> </ul>                    |

## Unit Mapping Information

Supersedes and is equivalent to PSPGEN057 Develop and use political nous.

## **Links**

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623>