RIILAT401D Provide leadership in the supervision of Indigenous employees

Release: 2

RIILAT401D Provide leadership in the supervision of Indigenous employees

Modification History

Release	Comment
1	This unit replaces RIILAT401A Provide leadership in the supervision of Indigenous employees
2	Required frequency and volume of evidence amended in Performance evidence. Substantial amendments made in Assessment Conditions field, including: references to Industry Sectors, assessor and subject matter expert experience requirements, how assessment should be conducted and what it should confirm.

Application

This unit describes a participant's skills and knowledge required for providing leadership in the supervision of Indigenous employees.

This unit is appropriate for those working in supervisory roles.

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

Elements and Performance Criteria

1 Identify the support requirements for Indigenous employees	1.1 Determine the scope and boundaries of the supervisory role in line with organisation policies, procedures and objectives in the employment and supervision of Indigenous employees
	1.2 Identify the strengths and support requirements of Indigenous employees
	1.3 Establish realistic expectations and conditions with stakeholders through negotiation
	1.4 Discuss the benefits of mentoring with stakeholders and establish agreement on relationships and conditions
	1.5 Identify and explore cultural factors, obligations and potential conflict using appropriate networks to effectively support and lead work group
	1.6 Apply a framework for performance expectations consistent with the organisation's objectives, values and practices
2 Facilitate support for	2.1 Use a range of strategies to support, report on and promote the

Indigenous employees	development of Indigenous team members in the work role and environment
	2.2 Develop work practices that acknowledge diversity and encourage team members to develop empathy, respect, and collaboration
	2.3 Provide encouragement and advice to support decision making which is consistent with personal and workplace goals and career development
	2.4 Use appropriate networks to provide assistance to team members
	2.5 Provide information, guidance and constructive feedback incorporating reflective practice to enhance engagement in the workplace
	2.6 Address cultural differences, and personal and workplace barriers consistent with maintaining positive support and relationships
3 Monitor individual and team performance and relationships	3.1 Provide planning guidance and support in a form and style to suit team member and workplace requirements
	3.2 Provide regular and consistent feedback on progress towards achieving agreed expectations and personal and workplace goals
	3.3 Recognise and negotiate changes in behaviour, expectations and outcomes with appropriate stakeholders
	3.4 Recognise potential and experienced tension and conflict and seek advice and support to provide resolutions
	3.5 Consult with team, other supervisors, mentors, and management to ensure corporate, workplace, team and individual goals are achieved
4 Provide advice on the effectiveness of support strategies for Indigenous team members	4.1 Identify and analyse the benefits of culturally effective leadership in relation to work practices, objectives and workplace outcomes
	4.2 Identify and recommend strategies to achieve individual and organisational objectives
	4.3 Identify and report on the benefits and barriers in policies and practices for supporting Indigenous employees and make recommendations for improving individual and organisational outcomes

PwC's Skills for Australia

Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit. Further information is available in the Resources and Infrastructure Industry Training Package Companion Volume.

Unit Mapping Information

RIILAT401A Providing leadership in the supervision of Indigenous employees

Links

Companion Volume implementation guides are found in VETNet - https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=88a61002-9a21-4386-aaf8-69c76e675272