



Australian Government

RIILAT401E Provide leadership in the supervision of Indigenous employees

Release: 1

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Modification History

Release	Comments
Release 1	This version first released with RII Resources and Infrastructure Industry Training Package Version 5.0.

Application

This unit describes the skills and knowledge required to provide leadership in the supervision of indigenous employees in the resources and infrastructure industries.

It applies to those working in supervisory roles. They are generally responsible for the output of others, contribute to the development of technical solutions to non-routine problems and apply management plans to the workplace.

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

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. Identify the support requirements for Indigenous employees	1.1 Obtain, interpret and confirm work requirements 1.2 Access, interpret and apply documentation required to provide leadership in the supervision of Indigenous employees 1.3 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 1.4 Identify the strengths and support requirements of Indigenous employees 1.5 Establish expectations and conditions with stakeholders through negotiation 1.6 Discuss the benefits of mentoring with stakeholders and establish agreement on relationships and conditions 1.7 Identify and explore cultural factors, obligations and potential conflict using appropriate networks to effectively support and lead work group

ELEMENT	PERFORMANCE CRITERIA
	1.8 Apply a framework for performance expectations consistent with the objectives, values and practices of the organisation according to workplace procedures
2. Facilitate support for Indigenous employees	2.1 Use a range of strategies to support, report on and promote the 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 members according to workplace procedures 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 confirm 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

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential to performance but not explicit in the performance criteria.

SKILL	DESCRIPTION
Reading	<ul style="list-style-type: none">Identifies and interprets complex information from workplace procedures, documentation, regulations, and team member training needs assessments
Writing	<ul style="list-style-type: none">Writes job plans, organisational procedures and specifications considering available resources and time frames
Oral Communication	<ul style="list-style-type: none">Presents workplace procedures and technical instructions to a group using sector-specific vocabulary
Problem solving	<ul style="list-style-type: none">Identifies a range of factors that impact on a decision, including own values and principles, the needs, power, values, beliefs and assumptions of stakeholders

Unit Mapping Information

Supersedes and is equivalent to RIILAT401D Providing leadership in the supervision of Indigenous employees.

Links

Companion Volume implementation guides is found on VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=88a61002-9a21-4386-aaf8-69c76e675272>