



**Australian Government**

# **Assessment Requirements for SIRXCHA001 Facilitate the change process**

**Release: 1**

# Assessment Requirements for SIRXCHA001 Facilitate the change process

## Modification History

Not applicable.

## Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:

- follow organisational policies and procedures to implement and monitor a change plan for the duration of the change plan by:
  - engaging team members in change
  - managing change resourcing
  - managing resistance and barriers to change
  - implementing strategies to embed change in the workplace.

## Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- organisational policies and procedures relevant to change
- change management principles and strategies for:
  - successful implementation
  - communicating change
  - engaging team members in change
  - removing barriers to change
  - managing resistance to change
  - creating short term wins
  - embedding change
- key features of change plans and their implementation
- for the particular industry:
  - role of various stakeholders in the change process
  - impacts of change on operations.

## Assessment Conditions

Skills must be demonstrated in:

- an industry workplace
- a simulated industry environment.

Assessment must ensure access to:

- organisational policies and procedures relevant to change
- team members with whom the individual can interact; these can be:
  - individuals in an industry workplace, or
  - individuals who participate in role plays or simulated activities, set up for the purpose of assessment, in a simulated industry environment.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

## Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ca051b1b-5101-4ec2-ac1c-49699303188d>