



Australian Government

SIRXCOM003 Promote team cohesion

Release: 1

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Modification History

Not applicable.

Application

This unit describes the performance outcomes, skills and knowledge required to create a team and workplace culture that supports the achievement of organisational goals and objectives.

It applies to individuals working in frontline roles in a diverse range of industry sectors and business contexts. They operate with independence and under limited supervision and guidance from others, and within established organisational policies and procedures.

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

Pre-requisite Unit

Nil

Competency Field

Communication and Teamwork

Unit Sector

Cross-Sector

Elements and Performance Criteria

ELEMENTS

Elements describe the essential outcomes.

1. Plan goal attainment.
2. Facilitate teamwork and goal attainment.

PERFORMANCE CRITERIA

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

- 1.1. Identify and communicate relevant workplace goals and responsibilities to team members.
- 1.2. Plan goal attainment in consultation with team members.
- 1.3. Identify potential barriers to goal attainment and plan required action to reduce impacts.
- 2.1. Provide workplace support and direction to team members to ensure achievement of individual and team goals.
- 2.2. Ensure adequate resourcing for achievement of individual and team goals.
- 2.3. Identify and minimise factors preventing or limiting

- individual and team goal attainment.
- 2.4. Follow up with team members to check goals are met and provide constructive feedback.
3. Demonstrate responsibility for achievement of team goals.
- 3.1. Role model high standards of personal performance and commitment to the achievement of team goals.
- 3.2. Role model efficiency and effectiveness when completing workplace tasks.
- 3.3. Demonstrate commitment to organisational vision and values.
4. Report on goal attainment.
- 4.1. Report on goal attainment to relevant personnel.
- 4.2. Communicate concerns related to team and general operations to relevant personnel and seek advice to minimise impacts on goal attainment.

Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Unit Mapping Information

No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet -

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