Assessment Requirements for SIRXMGT003 Provide leadership to others

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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:

- assess personal leadership style and identify strategies to enhance own leadership style
- develop a performance plan, in consultation with team members, to deliver the organisations vision detailing:
  - objectives
  - key performance indicators
  - action plan
  - roles and responsibilities
- implement the above performance plan and provide leadership to team members by:
  - communicating strategies to achieve objectives
  - implementing strategies to motivate and empower team members
  - implementing strategies to achieve high performance standards
  - providing feedback and coaching to team members for improvement in performance
- resolve a complex and non-routine workplace issues or dispute.

Knowledge Evidence

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

- performance plans and their application
- development of key performance indicators
- strategies to motivate and empower others in the workplace
- complex and non-routine workplace issues and disputes common to workplace teams
- conflict and dispute resolution techniques:
  - assertiveness
  - negotiation
  - use of appropriate communication
- leadership:
  - role in leading others
  - styles and traits
  - development of personal leadership skills

- organisational:
  - vision
  - policies and procedures for conflict and dispute resolution.

Assessment Conditions

Skills must be demonstrated in:

- an industry workplace
- a simulated industry environment.

Assessment must ensure access to:

- relevant documentation:
  - organisational vision and plans
  - organisational policies and procedures:
    - conflict and dispute resolution
- team members; 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