



**Australian Government**

# **SITXHRM001 Coach others in job skills**

**Release: 1**

## SITXHRM001 Coach others in job skills

### Modification History

Not applicable.

### Application

This unit describes the performance outcomes, skills and knowledge required to provide on-the-job coaching to colleagues. It requires the ability to explain and demonstrate specific skills, knowledge and procedures and monitor the progress of colleagues until they are able to operate independently of the coach.

The unit applies to experienced operational personnel and to supervisors and managers who informally train other people in new workplace skills and procedures.

It applies to all tourism, hospitality and event sectors.

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

### Pre-requisite Unit

Nil

### Competency Field

Human Resource Management

### Unit Sector

Cross-Sector

### Elements and Performance Criteria

ELEMENTS	PERFORMANCE CRITERIA
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
1. Prepare for on-the-job coaching.	1.1. Identify need for coaching based on a range of factors. 1.2. Identify specific coaching needs through discussion with colleague and organise coaching sessions.
2. Coach colleagues on-the-job.	2.1. Explain overall purpose of coaching to colleague. 2.2. Explain and demonstrate specific skills. 2.3. Communicate required knowledge and check colleague understanding.

- 2.4. Advise organisational procedures for completing workplace tasks.
- 2.5. Provide colleague with opportunity to practise skill and ask questions.
- 2.6. Provide feedback in constructive and supportive manner.
- 3. Follow-up coaching.
  - 3.1. Monitor progress of new workplace skills and provide supportive assistance.
  - 3.2. Report progress to the appropriate person.
  - 3.3. Identify performance problems or difficulties with coaching and rectify or refer to appropriate person for follow-up.

## Foundation Skills

Foundation skills essential to performance in this unit, but not explicit in the performance criteria are listed here, along with a brief context statement.

SKILLS	DESCRIPTION
Reading skills to:	<ul style="list-style-type: none"><li>review workplace documentation completed by colleague.</li></ul>
Oral communication skills to:	<ul style="list-style-type: none"><li>use active listening and open questioning techniques to confirm understanding.</li></ul>
Numeracy skills to:	<ul style="list-style-type: none"><li>calculate adequate time required for coaching and for the colleague to complete required tasks.</li></ul>
Planning and organising skills to:	<ul style="list-style-type: none"><li>complete own work tasks within designated timeframes and simultaneously coach others in their job skills.</li></ul>

## Unit Mapping Information

SITXHRM301 Coach others in job skills

## Links

Companion Volume implementation guides are found in VETNet - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=68c40a93-e51d-4e0f-bc06-899dff092694>