



Australian Government

AMPMGT802 Provide strategic leadership

Release: 1

AMPMGT802 Provide strategic leadership

Modification History

Release	TP Version	Comment
1	AMPv1.0	Initial release

Application

This unit describes the skills and knowledge required to analyse and improve leadership style and professional competence, and to lead organisational strategic development and deployment. The unit also describes the skills and knowledge required to lead transformational practices, cultivate collaborative practices and provide strategic leadership in dynamic contexts.

This unit applies to leaders or managers, with professional expertise and personal integrity, who wish to develop strategic capabilities. They often act as role models for others within the organisation.

This unit relates to learning activities within small to medium-sized organisations and significant activities within large organisations.

Individuals must be able to respond strategically and act as leaders of change. They must seek to improve competitive advantage through transformation of individual, team and operational capabilities.

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

Pre-requisite Unit

Nil.

Unit Sector

Elements and Performance Criteria

Element	Performance criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
1. Reflect on personal effectiveness and	1.1 Identify and apply strategies to create a culture that encourages receiving and giving effective feedback

Element	Performance criteria
efficacy	1.2 Regularly review personal efficacy and attainment of professional and personal development objectives and priorities 1.3 Review capacity as a role model in terms of ability to gain the trust, confidence and respect of diverse and relevant individuals and groups 1.4 Evaluate personal efficacy and capability to build an effective organisational and workplace culture 1.5 Analyse and evaluate personal effectiveness in developing the competence required to achieve operational responsibilities 1.6 Model personal responsibility for environmental sustainability and develop capability in others
2. Lead in a transformational manner	2.1 Apply transformational leadership practices 2.2 Demonstrate empathy in personal relationships and day-to-day leadership 2.3 Demonstrate leadership which is inclusive and respectful of individual differences 2.4 Control, and appropriately regulate, own potentially disruptive emotions and impulses 2.5 Effectively manage work-based relationships
3. Cultivate collaborative thinking	3.1 Display judgement and common sense in undertaking day-to-day leadership role 3.2 Analyse relevant legislation, information and intelligence sources when evaluating business opportunities 3.3 Draw upon personal expertise and relevant individuals to achieve strategic results 3.4 Seek and encourage contributions from relevant individuals 3.5 Use collaborative communication and learning approaches to model and encourage their broader use in the workplace 3.6 Cultivate collaborative and participative work relationships
4. Provide strategic leadership during change processes	4.1 Positively convey business direction and values to relevant individuals and stakeholders 4.2 Analyse impact and role of leadership during organisational change 4.3 Analyse and confirm capability and competence of relevant individuals in terms of their ability to contribute to change processes and plans 4.4 Develop learning and communication solutions to address problems and risks arising for individuals during organisational change 4.5 Identify leadership styles and develop approaches to best respond impacts of change on people and processes

Foundation Skills

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

Range of Conditions

Unit Mapping Information

MTMBUS702A Provide strategic leadership	E
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Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e2e56b7-698f-4822-84bb-25adbb8443a7>

Assessment Requirements for AMPMGT802 Provide strategic leadership

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Performance Evidence

Candidates must provide strategic leadership by acting as leaders of change and seeking to improve competitive advantage through transformation of individual, team and operational capabilities. Evidence must demonstrate the candidate's consistency of performance over time.

Candidates must:

- improve own development, personal leadership style and self-management skills
- demonstrate application of leadership style and approach appropriate to individuals involved, outcomes being sought and context
- use problem-solving, initiative and enterprise skills to:
 - direct, motivate, consult and delegate appropriately
 - collect, analyse and interpret data using a range of methods
 - shape strategic thinking and inspire others with a shared vision
 - work with teams with diverse emotional intelligence and cognitive skills
- use teamwork skills to lead a team, workgroup or unit, with awareness of employee needs and requirements
- use provide leadership in workplace health and safety practice, ethical standards, legislative requirements and governance
- review own personal and professional competence against personal development objectives
- support and use participative arrangements aimed at establishing trust to:
 - maintain appropriate relationships with colleagues and others
 - value and be open to the opinions of others
 - work as part of a team
 - model collaborative communication and learning
 - use active listening and negotiation skills
 - encourage participation across all levels of personnel and clients
 - seek opinions and elicit feedback from a range of stakeholders
 - develop plain English written texts which deal with complex ideas and concepts

- use workplace technology

Knowledge Evidence

The candidate must demonstrate an in depth technical and theoretical knowledge of:

- legislation relevant to business operations, especially regarding workplace health and safety, environmental issues, Equal Employment Opportunity (EEO), anti-discrimination, industrial relations and regulatory requirements
- organisation mission, purpose and values
- organisation objectives, plans and strategies
- leadership styles
- personal development and planning methodologies
- data collection methods
- external environment scanning relating to social, political, economic, regulatory and technological developments
- emotional intelligence and its relationship to individual and team effectiveness
- organisational transformation and management of change
- organisational design and building in response to changes in customer or market conditions
- environmental sustainability principles

Assessment Conditions

Assessment must ensure:

- access to an actual workplace or simulated environment
- competence is consistently demonstrated over time, and over a range and variety of complex tasks/projects and situations
- access to resources normally used in the workplace, including organisational policies and procedures, and relevant legislation
- access to clients

Assessors must satisfy current standards for RTOs.

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