



Australian Government

AURMMA004 Manage motor sport team development

Release: 1

AURMMA004 Manage motor sport team development

Modification History

Release	Comment
Release 1	New unit of competency.

Application

This unit describes the performance outcomes required to manage motor sport team development. It includes fostering team morale and teamwork ethics, managing conflict, and supporting the health and safety needs of team members. It involves consulting and working with team members to develop a shared understanding of team goals, roles and responsibilities.

It applies to those working in the motor sport industry.

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

Competency Field

Motor sport

Unit Sector

Management, Leadership and Supervision

Elements and Performance Criteria

Elements	Performance Criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold and italicised text is used, further information is detailed in the range of conditions section.
1. Develop and implement team roles and responsibilities	1.1 Team roles and responsibilities in the workshop and event environment are determined and documented 1.2 Role descriptions are written in conjunction with team members 1.3 Authority hierarchies are identified and aligned to team roles, and joint responsibilities are identified and documented

Elements	Performance Criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold and italicised text is used, further information is detailed in the range of conditions section.
	1.4 Team members are briefed, roles implemented, and modifications to role descriptions made as required
2. Develop and foster motor sport teamwork morale and ethics	2.1 Information on team is documented and disseminated to team members 2.2 Personal attitudes needed to succeed in motor sport are discussed with team members and strategies to support team members to reflect desired team image and approach are developed 2.3 Expectations of team standards of behaviour, commitment and presentation are communicated to team members 2.4 Maintenance of work ethic and image is encouraged, monitored and corrected as required
3. Develop and implement team member health and fitness policy	3.1 Event catering procedures that meet nutritional requirements for persons operating in a motor sport team are developed and documented 3.2 Strategies for coping with stress and fatigue are developed, communicated to team members, and monitored 3.3 Physical fitness requirements of team members in relation to role requirements are developed, communicated to team members, and monitored 3.4 Impact of negative factors on personal competence in a motor sport environment is communicated to team members and monitored
4. Apply conflict resolution strategies	4.1 Opportunities for team members to discuss problems that directly or indirectly affect their work are regularly provided 4.2 Conflict situations are identified and assistance is provided to those involved to resolve conflict according to team procedures 4.3 Outcomes and resolutions are documented according to team procedures 4.4 Records of conflict and outcomes are completed and stored securely according to workplace procedures

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential to performance and are not explicit in the performance criteria.

Skills	Description
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Skills	Description
Learning skills to:	research information regarding team member development opportunities.
Reading skills to:	interpret team policies and procedures relating to team ethics, image, health and fitness, and workplace conflict avoidance and resolution.
Writing skills to:	develop and produce a variety of workplace informative documentation for team members.
Oral communication skills to:	discuss personal and work-related matters with team members in a professional manner.
Self-management skills to:	work autonomously.

Range of Conditions

This section specifies work environments and conditions that may affect performance.

Essential operating conditions that may be present (depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts) are included.

Bold italicised wording, if used in the performance criteria, is detailed below.

<i>Information on team</i> must include:	- common purpose and approach - team performance goals - image or brand - ethics and philosophy.
<i>Negative factors</i> must include:	- misuse of prescription drugs - use of illicit drugs - poor nutrition or fitness regime - stress and fatigue.
<i>Records</i> must be:	- accurate and complete - compliant with workplace requirements - administered according to confidentiality and privacy requirements.

Unit Mapping Information

Equivalent to AURMMA5004 Manage motorsport team development

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=b4278d82-d487-4070-a8c4-78045ec695b1>

Assessment Requirements for AURMMA004 Manage motor sport team development

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Performance Evidence

Before competency can be determined, individuals must demonstrate they can perform the following according to the standards defined in this unit's elements, performance criteria, range of conditions and foundation skills:

- manage the development of one motor sport team, in which the work must involve:
 - developing role descriptions for all team members, including:
 - tasks and sub-tasks
 - responsibilities for outcomes
 - responsibilities for tooling, equipment and material
 - responsibilities for team members
 - responsibilities for systems
 - developing health and safety requirements for team members
 - developing and implementing three conflict resolution strategies, demonstrating for each strategy:
 - rationale for choice of strategy in relation to team environment
 - resolution options for conflict
 - analysis of strengths and weaknesses of strategy.

Knowledge Evidence

Individuals must be able to demonstrate knowledge of:

- procedures for developing and implementing team roles and responsibilities, including typical team roles and hierarchical structure in a motor sport team
- procedures for developing and fostering motor sport teamwork ethics and image, including:
 - personal and work attitudes sought within the motor sport sector

- positive and negative potential of different personal attitudes in a motor sport environment
- positive and negative potential of differences between team and personal goals
- ways in which individual team members can promote or negatively impact on desired team image
- procedures for developing and implementing team member health and fitness policies, including:
 - principles of physical fitness and fitness requirements for operating in a motor sport environment
 - specific nutritional requirements for operating in a motor sport environment
 - impact on the human body of using legal and illegal drugs and implications for a motor sport team
- procedures for applying conflict resolution strategies, including:
 - signs, stages and possible causes of conflict in the workplace
 - options for constructive responses to typical conflict situations
 - typical problems that can occur when applying conflict resolution strategies and related appropriate action that can be taken.

Assessment Conditions

Assessors must satisfy NVR/AQTF assessor requirements.

Competency is to be assessed in the workplace or a simulated environment that accurately reflects performance in a real workplace setting.

Assessment must include direct observation of tasks.

Where assessment of competency includes third-party evidence, individuals must provide evidence that links them to having managed motor sport team development, e.g. team development plan.

Assessors must verify performance evidence through questioning on skills and knowledge to ensure correct interpretation and application.

The following resources must be made available:

- motor sport team or simulated team
- job role descriptions
- team procedures and processes documentation.

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