



Australian Government

AURMMA104 Manage motor sport team development

Release: 1

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Modification History

Release	Comments
Release 1	This version first released with AUR Automotive Retail, Service and Repair Training Package Version 6.0

Application

This unit describes the skills and knowledge 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.

The unit 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.

Unit Sector

Motorsport Management, Leadership and Supervision

Elements and Performance Criteria

ELEMENTS	PERFORMANCE CRITERIA
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Develop and implement team roles and responsibilities	1.1 Determine and document team roles and responsibilities in the workshop and event environment 1.2 Write role descriptions in conjunction with team members 1.3 Identify authority hierarchies and align to team roles, and identify and document joint responsibilities 1.4 Brief team members, implement roles, and make modifications to role descriptions as required
2. Develop and foster motor sport teamwork morale and ethics	2.1 Document and disseminate information on teamwork to team members 2.2 Discuss personal attitudes needed to succeed in motor sports with team members and develop strategies to support team

ELEMENTS	PERFORMANCE CRITERIA
	members to reflect desired team image and approach 2.3 Communicate expectations of team standards of behaviour, commitment and presentation to team members 2.4 Encourage, monitor and correct maintenance of work ethic and image as required
3. Develop and implement team member health and fitness policy	3.1 Develop and document event catering procedures that meet nutritional requirements for persons operating in a motor sport team 3.2 Develop and monitor strategies for coping with stress and fatigue, communicate to team members 3.3 Develop physical fitness requirements of team members in relation to role requirements, communicate and monitor to team members 3.4 Communicate and monitor impact of negative factors on personal competence in a motor sport environment to team members
4. Apply conflict resolution strategies	4.1 Provide regularly opportunities for team members to discuss problems that directly or indirectly affect their work 4.2 Identify conflict situations and provide assistance to those involved to resolve conflict according to team procedures 4.3 Document outcomes and resolutions according to team procedures 4.4 Complete and store records of conflict and outcomes securely according to workplace procedures

Foundation Skills

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

SKILL	DESCRIPTION
Learning	Locates required sources of information efficiently.
Oral communication	Discusses personal and work-related matters with team members in a professional manner.
Reading	Interprets team policies and procedures relating to team ethics, image, health and fitness, and workplace conflict avoidance and resolution.
Writing	Develops and produces a variety of workplace informative documentation for team members.

SKILL	DESCRIPTION
Self-management	• Works autonomously.

Unit Mapping Information

Supersedes and is equivalent to AURMMA004 Manage motor sport team development.

Links

Companion Volume Implementation Guide is found on VETNet -

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

Assessment Requirements for AURMMA104 Manage motor sport team development

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Performance Evidence

The candidate must demonstrate the ability to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including evidence of the ability to:

- 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

The candidate must be able to demonstrate knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including knowledge of:

- methods to locate and interpret information required to manage motor sport team development, including:
 - information provided by customer and supervisors
 - manufacturer specifications and procedures or equivalent documentation
- workplace procedures required to manage motor sport team development, including:
 - documentation procedures
 - reporting and record procedures

- procedures for developing and implementing team roles and responsibilities, including typical team roles and hierarchical structure in a motor sport team
- requirements for records, including:
 - accuracy and completion
 - compliance with workplace requirements
 - administration according to confidentiality and privacy requirements
- negative factors impacting health and fitness, including:
 - misuse of prescription drugs
 - use of illicit drugs
 - poor nutrition or fitness regime
 - stress and fatigue
- information on team to be disseminated, including:
 - common purpose and approach
 - team performance goals
 - image or brand
 - morale and ethics
- 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

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.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

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