



Australian Government

BSBLDR811 Lead strategic transformation

Release: 1

BSBLDR811 Lead strategic transformation

Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 7.0.

Application

This unit describes the skills and knowledge required to analyse and lead organisational transformation and learning for strategic outcomes. It covers leading transformational practices, cultivating collaborative practices, completing ongoing professional development and providing strategic leadership in a dynamic context.

The unit applies to those who use cognitive and creative skills to review, critically analyse, consolidate and synthesise knowledge, in order to generate ideas and provide solutions to complex problems. They use communication skills to demonstrate their understanding of theoretical concepts and to transfer knowledge and ideas to others.

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

Unit Sector

Social Competence – Leadership

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Prepare to undertake strategic change	1.1 Identify personal responsibilities in strategic transformation process according to task objectives 1.2 Develop strategic change strategy in collaboration with relevant stakeholders 1.3 Brief internal and external stakeholders of strategic change processes and intended outcomes 1.4 Establish communication channels for organisational personnel to contact management
2. Lead strategic change	2.1 Analyse and confirm capacity and competence of relevant

ELEMENT	PERFORMANCE CRITERIA
	individuals to contribute to change processes and plans 2.2 Identify and resolve risks in change management process 2.3 Develop learning and communication processes for addressing problems and risks arising during organisational change 2.4 Make changes to change management process according to risks and inform stakeholders of updates
3. Review strategic outcomes	3.1 Analyse impacts of leadership on change management process using self-reflection 3.2 Seek feedback on leadership during change management process from staff 3.3 Apply feedback to leadership style

Foundation Skills

This section describes language, literacy, numeracy and employment skills incorporated in the performance criteria that are required for competent performance.

SKILL	DESCRIPTION
Learning	Develops insights from experience to improve personal performance
Reading	Sources, evaluates and critiques ideas and information from a range of complex texts to assist with decisions, choices and to manage organisational requirements
Writing	Researches and prepares plans for relevant stakeholders incorporating appropriate vocabulary, grammatical structure and conventions
Oral communication	Expresses opinions and information and responds to other people's views using language appropriate to audience
Teamwork	- Identifies impact of own behaviour on others, reflecting on personal strengths and limitations and implementing strategies to regulate behaviour - Adapts personal communication style to build a positive working relationship and show respect for the opinions, values and particular needs of others
Planning and organising	- Develops plans to manage complex activities with strategic implications that involve a range of personnel with diverse skills, knowledge and experience - Systematically gathers and analyses relevant information and evaluates options to inform decisions with the potential to affect organisational outcomes

Unit Mapping Information

No equivalent unit. Supersedes and is not equivalent to BSBLDR801 Lead personal and strategic transformation.

Links

Companion Volume Implementation Guide is found on VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10>

Assessment Requirements for BSBLDR811 Lead strategic transformation

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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:

- lead a strategic business transformation for an organisation or large work area on at least one occasion.

In the course of the above, the candidate must:

- prepare to provide strategic leadership during a business change process
- review strategic outcomes and incorporate feedback into leadership style.

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:

- content of and process for developing a change management strategy
- key stakeholders involved in strategic change
- organisational mission, purpose and values
- strategic change risks and mitigation strategies including learning and communication processes
- range of leadership styles
- personal development planning methodologies
- organisational transformation and the management of the stages of change.

Assessment Conditions

Skills in this unit must be demonstrated in a workplace or simulated environment where the conditions are typical of those in a working environment in this industry.

This includes access to:

- legislation, regulations and codes of practice relevant to business strategic change
- workplace plans, mission statements, policies and procedures for strategic change.

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

Links

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