



Australian Government

BSBPMG623 Manage benefits

Release: 1

BSBPMG623 Manage benefits

Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 3.0.

Application

This unit describes the skills and knowledge required to manage the attainment of program benefits. It includes the performance criteria required to demonstrate competency in ensuring that benefits are realised when and as expected.

A program is defined as a set of interrelated projects, each of which has a project manager. 'Multiple projects', or 'a program of projects', refers to a number of related projects managed by the same person as a program to achieve organisational objective/s.

It applies to individuals who are program managers and those managing a suite of projects (a program). They operate within assigned authority levels, are responsible for their own performance and sometimes the performance of others.

Individuals in this role may be operating within an organisation, a business or working as a consultant.

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

Unit Sector

Management and Leadership – Project Management

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. Identify benefits and trade-offs	1.1 Evaluate benefits and their alignment to organisational objectives 1.2 Define and communicate expected short- and long-term benefits and trade-offs with pertinent stakeholders 1.3 Assess qualitative and quantitative data continuously captured

ELEMENT	PERFORMANCE CRITERIA
	to determine project and program performance against respective plans 1.4 Monitor and evaluate internal and external program contexts for circumstances that may require changes to the expected benefits
2. Execute to deliver expected benefits	2.1 Define and agree benefits dependencies with pertinent stakeholders 2.2 Devise and agree benefits delivery approach with pertinent stakeholders considering impact of the benefit into risk management, issues management, and change control 2.3 Assign and have accepted ownership of benefits delivery 2.4 Periodically review, confirm and update benefits measurement approach and benefits delivery approach
3. Sustain and evaluate attainment of expected benefits	3.1 Assess deliverables from constituent projects in accordance with the benefits measurement approach 3.2 Measure and report progress toward delivery of expected benefits with pertinent stakeholders 3.3 Evaluate and communicate benefits against forecast projects delivery plan 3.4 Assess and record lessons learned throughout projects and communicate to pertinent stakeholders 3.5 Address variances in delivery of expected benefits

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
Reading	Applies appropriate strategies to construct meaning from complex texts
Writing	Prepares documentation to confirm and report on defined benefits and reviews using appropriate format, vocabulary and structure
Oral Communication	- Participates in a range of verbal exchanges using language and features appropriate to audience - Uses active listening and questioning techniques to confirm understanding

Numeracy	Calculates, compares and contrasts outcomes against targets using appropriate mathematical formulae
Interact with others	Selects and uses appropriate conventions and protocols when communicating with relevant stakeholders to share information
Get the work done	- Develops flexible plans for complex, high impact activities with strategic implications that involve a diverse range of stakeholders with potentially competing demands - Sequences and schedules complex activities, monitors implementation and evaluates results

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
BSBPMG623 Manage benefits	BSBPMG613 Manage benefits	Updates to elements, performance criteria and assessment requirements	Equivalent unit

Links

Companion Volume implementation guides are found in VETNet -

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

Assessment Requirements for BSBPMG623 Manage benefits

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Performance Evidence

Evidence of the ability to:

- apply analytical skills to identify and articulate program benefits
- apply knowledge of organisational strategies to ensure alignment of program benefits
- prioritise benefits using decision making skills
- use evaluation skills to measure and assess program benefits performance
- negotiate agreed approaches with stakeholders.

Note: If a specific volume or frequency is not stated, then evidence must be provided at least once.

Knowledge Evidence

The candidate must be able to demonstrate the following knowledge to effectively complete the tasks outlined in the elements and performance criteria of this unit, and to manage tasks and reasonably foreseeable contingencies in the context of the work role.

- Key components of different benefit delivery models
- Key techniques used in decision making theory and analysis applied to benefits assessment
- Types and definition of program benefits
- Workplace identification and documentation of program benefits
- Relationship between program delivery and benefits realisation approaches
- Forecasting program benefits realisation.

Assessment Conditions

Assessment must be conducted in a safe environment where evidence gathered demonstrates consistent performance of typical activities experienced in the management and leadership – project management field of work and include:

- access to examples of program workplace documentation related to attaining program benefits

- feedback from stakeholders, which reflects how benefits management was managed for a program
- case studies and, where possible, real situations in the workplace.

Links

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