



Australian Government

FWPCOT8101 Lead forest and wood products industry innovative thinking and practice

Release: 1

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Modification History

Release	Comment
1	New unit. This is the first release of this unit in the new standards format.

Application

This unit of competency describes the outcomes required to initiate and lead innovation in any forest and wood products industry context. Each organisation's thinking and practice will be different depending on its core business, purpose, size and complexity.

This unit applies to job roles including senior managers who may use innovative thinking and practice to advance business processes and contributions to organisational strategies, business plans and goals.

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

Pre-requisite Unit

Nil.

Unit Sector

Common Technical

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. Where bold italicised text is used, further information is detailed in the range of conditions.</i>
1. Generate innovative thinking and creativity	1.1 Research trends and conditions shaping organisation's current and future thinking and practice. 1.2 Evaluate drivers, enablers and issues that impact on individual and collective innovative thinking and creativity. 1.3 Introduce techniques and tools that foster and promote creative

ELEMENTS	PERFORMANCE CRITERIA
	thinking, new ideas and innovative knowledge transfer. 1.4 Establish an environment conducive to innovative thinking and creativity
2. Lead innovative practices	2.1 Develop and refine a transformational leadership style to set new direction and sell the adoption of innovative practices. 2.2 Initiate and promote innovative practices, processes and products appropriate to organisational mission and business philosophy. 2.3 Identify, evaluate and manage risks associated with encouraging innovation across the organisation. 2.4 Establish conditions necessary for others to implement and manage innovative practices.
3. Generate and support a culture of innovation	3.1 Inspire and motivate others to strive for innovative achievement 3.2 Establish the conditions necessary to empower others and effect change 3.3 Encourage, develop and shape cultural beliefs, norms and behaviours that support open sharing of innovative ideas and practices 3.4 Devise and execute organisational strategies that foster a workplace philosophy of innovation.

Foundation Skills

This section describes those core and employment skills that are essential to performance and are not explicit in the performance criteria.

Learning skills to:	• Critically evaluate own leadership style and innovative practices. • Monitor and refine leadership style • Access and evaluate complex information from a range of sources and using a range of methods • Identify organisational issues and conditions • Facilitate creative problem solving
Oral communication skills to:	• Hold high-level consultative discussions to generate ideas for innovative organisational practice. • Influence and persuade others • Inspire and motivate others • Promote innovation and transformational change • Articulate vision and convey leadership attributes

Reading skills to:	- Analyse a range of complex research to evaluate and extract information on trends in innovative workplace practice. - Research techniques and tools for innovation
Writing skills to:	- Communicate vision and promote innovative practices, processes and products - Structure communications to address purpose and audience through clear and persuasive messages
Numeracy skills to	- Investigate and analyse trends and data related to innovation - Evaluate organisational data

Unit Mapping Information

No equivalent unit

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=0d96fe23-5747-4c01-9d6f-3509ff8d3d47>

Assessment Requirements for FWPCOT8101 Lead forest and wood products industry innovative thinking and practice

Modification History

Release	Comment
1	New unit. This is the first release of this unit in the new standards format. Assessment requirements now specify the performance and knowledge evidence, as well as assessment conditions for this unit of competency. These sections simplify and replace components used in the previous unit format, including 'Required Skills and Knowledge, Evidence Guide and Range Statement'.

Performance Evidence

A person demonstrating competency in this unit must satisfy all of the elements, performance criteria and foundation skills of this unit, and must be able to provide evidence that they can:

- Critically evaluate and develop own transformational leadership style
- Research and evaluate trends, conditions and issues relating to innovation
- Evaluate organisational factors and risks associated with the adoption of innovative practices and development of a culture of innovation
- Introduce techniques, tools and conditions that innovative thinking and creativity
- Initiate and promote innovative practices, processes and products
- Facilitate others to implement and manage innovative practices.
- Inspire, motivate and empower others through leadership behaviours
- Implement strategies that develop and shape a culture of innovation

Knowledge Evidence

A person competent in this unit must be able to demonstrate knowledge of:

- Objectives and key content of commonwealth, state or territory laws for copyright, trademarks and intellectual property.
- Current and past theories relating to organisational innovation and creativity.
- Relationship between theory on innovation and creativity, and applied practice.
- Factors that impact on creativity and innovation
- Features and characteristics of a creative and innovative environment
- Theories, processes and practice of organisational transformation and change management.
- Fundamentals of organisational culture and strategies for fostering a workplace culture of innovation
- Leadership styles and the ways they impact on innovation in organisations

- Specific leadership styles that foster innovation including theories and practice of transformation leadership
- Typical strategic challenges, barriers and risks associated with innovation within organisations and methods to establish conditions for innovation.
- How an organisation's core business, size and mission statement will impact on ability to use innovative practices.
- Motivation theory and practice in relation to leading innovation.
- Processes, techniques and tools for promoting innovative organisational thinking and practice.
- Common risks associated with operating an organisation that encourages innovation for the full scope of employees.
- Developments affecting organisational innovation, including:
 - social
 - political
 - economic
 - technological.

Assessment Conditions

The following resources must be made available:

- Research, reports, trade journals and other material on organisational innovative practice.

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

Assessor requirements

Assessors must:

- Hold the appropriate assessor competency standards as outlined in regulations; and
- be able to demonstrate vocational competencies at least to the level being assessed; and
- be able to demonstrate how they are continuing to develop their VET knowledge and skills as well as maintaining their industry currency and assessor competence.

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