



Australian Government

Assessment Requirements for MSS405027 Facilitate a competitive systems and practice culture in an organisation

Release: 1

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Modification History

Release 1. Unit code changed. Unit title changed. Application changed. Elements changed. Performance Criteria changed. Foundation Skills populated. Range of Conditions removed. Assessment Requirements changed. Workplace outcome changed. Supersedes and is not equivalent to MSS405013 Facilitate holistic culture improvement in an organisation.

Performance Evidence

There must be evidence the candidate has completed the tasks outlined in the elements and performance criteria of this unit, and demonstrated the ability to:

- facilitate improvements in organisational culture that support competitive systems and practices for at least one organisation, department, section or equivalent.

Knowledge Evidence

There must be evidence the candidate has knowledge of:

- competitive systems and practices tools relevant to the organisation and processes, their features and benefits
- systems approach and considerations
- underpinning values relevant to competitive systems and practices including at least 5 of:
 - respect for people
 - respect for process
 - empowered teams and devolved decision making and/or strategy deployment
 - transparency and culture of learning
 - creation of value and customer perceived value
 - go and see and/or go to the source decision making
 - rapid cycle or iterative development
 - empirical development
- types of work structures, systems and mechanisms that can support or prevent application of organisational values and culture
- techniques to promote a safe respectful environment for communication and learning
- methods of building people's skills, understanding, capabilities, confidence
- methods of identifying skills and/or other development needs in a competitive systems and practices environment
- options to address skills and/or other development needs
- techniques for measuring understanding, support and culture improvements
- techniques to encourage employee commitment to, and responsibility for, organisational culture and values

- operational processes
- techniques to support change management
- methods of identifying skills and/or other development needs in a competitive systems and practices environment
- options to address skills and/or other development needs
- communication styles, methods and media to suit a range of audiences
- persuasion and influence techniques
- types of structural, personal, cultural barriers that may affect implementation of competitive systems and practices
- techniques to address barriers and support engagement and participation.
- employee assistance available to facilitate coping with change.
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Assessment Conditions

Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions and contingencies. The following conditions must be met for this unit:

- use of suitable facilities, equipment and resources
- modelling of industry operating conditions, including:
 - functioning competitive systems and practices environment.

Assessors must satisfy the NVR/AQTF mandatory competency requirements for assessors.

Links

Companion Volume Implementation Guides are found in VETNet – -
<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5b04f318-804f-4dc0-9463-c3fb9a3fe998>