



Australian Government

Assessment Requirements for MSS407024 Prepare for and implement change

Release: 1

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Modification History

Release 1. Unit code changed. Application changed. Elements changed. Performance Criteria changed. Foundation Skills populated. Assessment Requirements changed. Supersedes and is not equivalent to MSS407014 Prepare for and implement change.

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:

- plan for, implement and sustain at least 1 already identified change in an organisation.

Knowledge Evidence

There must be evidence the candidate has knowledge of:

- competitive systems and practices principles
- approaches to change management
- change network approach and commonly associated roles, high level change plans and high level change network map
- key change personnel
- organisation change capacity
- specific risk dimensions
- transition approach to change
- methods of determining competency gaps in team members
- project planning and management
- 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
- leadership and management methods that support the values of competitive systems and practices
- techniques to facilitate communications and agreement across levels and areas of the organisation.
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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, including:
 - predetermined change
- modelling of industry operating conditions.

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>