



Australian Government

Assessment Requirements for MSS408014 Establish systemic supports for competitive systems and practices

Release: 1

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Modification History

Release 1. New unit

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:

- identify at least 3 underpinning values that support the organisation's competitive systems and practices approach
- oversee systemic changes to embed the 3 values within 2 of the following areas:
 - organisational structure
 - management systems
 - financial priorities, metrics and KPIs
 - performance management and/or people development
 - internal communications and/or collaboration
 - operational decision making and/or strategy deployment.
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Knowledge Evidence

There must be evidence the candidate has knowledge of:

- 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
 - rapid cycle or iterative development
 - empirical development
 - go and see and/or go to the source decision making
- types of organisational structures, systems and mechanisms that can support or prevent application of at least 5 of the values listed above
- leadership and management styles and/or techniques that support values relevant to competitive systems and practices techniques to facilitate agreement across levels and areas of the organisation
- types of structural, personal, cultural barriers that may affect participation in communications and competitive systems and practices

- techniques to address barriers and support engagement and participation
- organisation's value stream, key roles in value creation and desired future state.

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:
 - defined approach for implementation of competitive systems and practices
- 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>