



Australian Government

POLGEN001 Develop high performing teams within policing

Release: 2

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Modification History

Release 2. Modifications have been made to:

- Elements and Performance Criteria
- Performance and Knowledge Evidence

Release 1. This unit was released in POL Police Training Package release 1.0 and meets the Standards for Training Packages.

Application

This unit describes the skills required to develop, supervise and lead high performing teams within a policing environment. This includes the support and management of individuals and teams. This unit acknowledges the unique context in which policing teams operate.

This unit applies to police supervisors.

The skills and knowledge described in this unit must be applied within the legislative, regulatory and policy environment in which they are carried out. Organisational policies and procedures must be consulted and adhered to, particularly those related to human resources, grievances, and equity and diversity.

Those undertaking this unit would demonstrate strong autonomy, making independent decisions and accessing support from a broad range of services. They would be responsible for supervising individuals and teams, providing guidance and assistance, and displaying leadership as part of routine command duties. They would perform complex tasks within familiar and/or unpredictable contexts.

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

Pre-requisite Unit

Not applicable.

Competency Field

General

Unit Sector

Not applicable.

Elements and Performance Criteria

ELEMENTS

PERFORMANCE CRITERIA

Elements describe the essential outcomes.

Performance criteria describe the performance needed to demonstrate achievement of the element.

1 Develop teams

- 1.1** Establish relationships with team members to support a productive work environment
- 1.2** Recognise team dynamics to inform supervisory approach and enhance performance
- 1.3** Identify knowledge, skills, qualities and diversity of team members to task and allocate activities

2 Manage conflict

- 2.1** Monitor team dynamics to identify potential sources/triggers of conflict
- 2.2** Recognise types of conflict to determine whether intervention is necessary
- 2.3** Identify solutions in order to develop a plan to address disruptive conflict
- 2.4** Implement plan to address disruptive conflict
- 2.5** Review outcome of plan to inform future actions

3 Manage performance of individuals

- 3.1** Develop agreed performance objectives with individuals in accordance with jurisdictional position descriptions
- 3.2** Identify opportunities to build skills, knowledge and behaviours of individuals
- 3.3** Develop individuals to build capability
- 3.4** Monitor performance to ensure performance objectives are met and professional standards are adhered to
- 3.5** Assess performance and conduct to identify positive/negative behaviours
- 3.6** Undertake action and provide feedback

4 Supervise teams

- 4.1** Allocate activities and taskings based on identified strengths of team to develop and motivate high performance
- 4.2** Monitor results to evaluate performance of team

- 4.3 Encourage contributions and feedback from teams and stakeholders for continuous improvement purposes
- 4.4 Share jurisdictional information to keep teams informed
- 4.5 Communicate with team to foster a positive workplace culture
- 4.6 Connect jurisdictional objectives to team activities and taskings to encourage performance

Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Range is restricted to essential operating conditions and any other variables essential to the work environment.

Non-essential conditions may be found in the POL Police Training Package Companion Volume Implementation Guide.

Unit Mapping Information

No equivalent unit.

Links

Companion Volume Implementation Guides are found in VETNet -
<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=98c3984e-2cf1-48a8-8ed1-85e4b92e7351>