



Australian Government

PSPGEN119 Foster leadership and innovation

Release: 1

PSPGEN119 Foster leadership and innovation

Modification History

Supersedes and is equivalent to PSPGEN069 Foster leadership and innovation.

Application

This unit describes the performance outcomes, skills and knowledge required to foster leadership and innovative work practices in others.

This unit applies to those working in generalist and specialist roles within the public sector. Those undertaking this unit work autonomously, consulting others as required, performing complex tasks in a range of familiar and unfamiliar contexts.

The skills in this unit must be applied in accordance with Commonwealth and State or Territory legislation, Australian standards and industry codes of practice.

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

Pre-requisite Unit

Nil

Competency Field

General

Elements and Performance Criteria

ELEMENTS

Elements describe the essential outcomes

1. Provide a model of innovative practice.

PERFORMANCE CRITERIA

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

- 1.1. Promote and reinforce the value placed on leadership and innovation by the organisation.
- 1.2. Identify and share within workgroups effective leadership styles and the benefits of innovative work practices.
- 1.3. Identify leaders who demonstrate a range of leadership styles and provide workgroup members with opportunities to learn from them.
- 1.4. Model and encourage innovative work practices in the workgroup.
- 1.5. Identify and address barriers to innovation with the workgroup.

2. Organise workgroups to develop innovation and leadership.
 - 2.1. Analyse performance requirements for the workgroup.
 - 2.2. Gather information about workgroup members.
 - 2.3. Identify strengths and weaknesses of individual workgroup members in a manner that takes account of individual differences.
 - 2.4. Assign workgroup roles to match individual capacities and leadership styles.
 - 2.5. Assign workgroup members in a manner that fosters sharing of ideas.
3. Organise work assignments to facilitate innovation.
 - 3.1. Structure and allocate work to support innovation.
 - 3.2. Communicate work assignments to workgroup members in ways that encourage and reinforce group-based innovation.
 - 3.3. Allocate tasks and activities to ensure best use of workgroup skills.
 - 3.4. Include timeframes and resources that allow for innovation in work assignments.
4. Support workgroup to develop leadership and innovation.
 - 4.1. Encourage workgroup members to work collaboratively on work assignments and in their day to day work.
 - 4.2. Encourage workgroup members to seek external stimuli and knowledge and to set up and maintain networks that support the development of leadership and innovation.
 - 4.3. Provide guidance to workgroup members on the use of innovation skills in ways suited to their current knowledge and experience.
 - 4.4. Encourage workgroup members to take a leadership role at different times throughout work assignments in accordance with their strengths or development needs.
 - 4.5. Coach workgroup members to ensure they have the skills to underpin the development of leadership and innovation skills.

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| 5. Monitor innovation and leadership development. | <ul style="list-style-type: none">5.1. Encourage workgroup members to reflect on activities and opportunities for innovation.5.2. Evaluate workgroup activities based on feedback from workgroup members, management, clients and other stakeholders.5.3. Encourage and implement suggestions for work improvements made by workgroup members.5.4. Record and present reviews of the application of innovation and leadership skills.5.5. Review the development process and discuss and analyse outcomes constructively. |
| 6. Provide feedback on innovation and leadership development. | <ul style="list-style-type: none">6.1. Discuss and use feedback from review processes to inform future innovation and leadership planning.6.2. Acknowledge different leadership styles and their value in providing inspiration or closure at various points in the innovative process.6.3. Celebrate successful innovations.6.4. Discuss and resolve problems in the use of innovation skills. |

Foundation Skills

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

Unit Mapping Information

Supersedes and is equivalent to PSPGEN069 Foster leadership and innovation.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623>

Assessment Requirements for PSPGEN119 Foster leadership and innovation

Modification History

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Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and on at least one occasion:

- apply legislation, regulations and policies relating to the public sector
- provide leadership and delegation
- apply innovation in own work
- communicate with a diverse workforce including listening, giving and receiving feedback and conflict resolution
- mentor and motivate others
- undertake evaluation
- match staff competence to task requirements.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- legislation, regulations, policies, procedures and guidelines relating to the public sector
- innovation and its application in the workplace
- leadership principles
- equity and inclusion principles
- techniques for evaluating workgroup activities
- group dynamics
- coaching practices to develop leadership and innovation skills
- use of feedback in planning processes
- mentoring and motivating others
- conflict resolution techniques.

Assessment Conditions

Skills must be demonstrated in the workplace or in a simulated environment that reflects workplace conditions.

Assessment must ensure access to:

- legislation, regulations, policies, procedures and guidelines relating to the public sector
- resources and equipment of the working environment.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

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