



Australian Government

Assessment Requirements for PSPGEN120

Provide strategic direction

Release: 1

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Modification History

Supersedes and is not equivalent to PSPMGT013 Provide strategic direction.

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:

- delegate work
- counsel and resolve conflict in a team
- use team building strategies
- use facilitation, negotiation and consultation requiring exchanges of complex oral information
- use consensual decision-making skills; and
- on at least two occasions:
 - explain complex ideas to different audiences
 - interpret and explain complex, formal documents and assist others to apply them in the workplace.

Knowledge Evidence

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

- organisational goals, policies and procedures
- the relationship between effective human resource functions and the attainment of business unit objectives
- human resource policies and practices
- environmental and sustainability practices
- emotional intelligence principles and strategies, including those related to:
 - maintaining composure when challenges arise
 - perceiving the emotional motivators that drive individuals and groups in the workplace, and
 - engaging those motivators, where appropriate, to optimise organisational performance
- principles of equity and inclusion and inclusive work practices
- group processes and facilitation techniques
- team building strategies
- organisational career and human resource development strategies, programs and plans
- conflict resolution strategies

- jurisdictional legislation applicable to management and human resource management functions.

Assessment Conditions

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

Assessment must ensure access to:

- organisational goals, policies and procedures
- strategic planning guidelines
- jurisdictional legislation applicable to management and human resource management functions
- resources and equipment of the working environment.

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

Links

Companion Volume implementation guides are found in VETNet -

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