



Australian Government

PSPGEN149 Develop and use political nous

Release: 1

PSPGEN149 Develop and use political nous

Modification History

Supersedes and is equivalent to PSPGEN057 Develop and use political nous.

Application

This unit describes the performance outcomes skills and knowledge required to develop and use political nous to navigate and succeed in the political environment of the public sector.

This unit applies to those working in public sector roles but may be applied to anyone working in a similar organisational context. Those undertaking this unit work independently, performing complex tasks in a familiar context.

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. Identify political terrain.

PERFORMANCE CRITERIA

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

- 1.1. Identify and consider stakeholder positions.
- 1.2. Analyse corporate politics to identify agendas and players.
- 1.3. Develop and use awareness of political agendas, both open and hidden.
- 1.4. Locate the current agenda in the wider context to appreciate the big picture and provide more than one perspective.
- 1.5. Identify and confirm the impact of the agenda on the work area.

- | | |
|---|---|
| 2. Evaluate political environment. | 2.1. Source information from inside and outside the organisation and confirm its authenticity and reliability.
2.2. Analyse political, social and economic environment and consider emerging trends and current and possible future goals of the organisation. |
| 3. Form alliances. | 3.1. Identify power structure and sources of power in the organisation.
3.2. Identify people prepared to trade mutual support and assess the benefits.
3.3. Weigh risks and benefits of possible alliances.
3.4. Lobby interested groups and individuals to gain support and acceptance of ideas and courses of action.
3.5. Build influence with key policy makers, decision makers and influencers. |
| 4. Bargain and negotiate to achieve outcomes. | 4.1. Develop sound positions with supporting arguments.
4.2. Formulate responses to possible contradictory positions.
4.3. Negotiate and refine positions with feedback from the negotiation process.
4.4. Achieve consensus with others for one's position.
4.5. Implement outcomes in accordance with organisational policy and procedures.. |

Foundation Skills

Foundation skills essential to performance in this unit, but not explicit in the performance criteria are listed here, along with a brief context statement.

SKILLS	DESCRIPTION
Oral communication skills to:	• use communication, influencing and negotiation styles to suit different audiences and purposes.
Initiative and enterprise skills to:	• interact effectively in networks to facilitate own success and achievements.

Unit Mapping Information

Supersedes and is equivalent to PSPGEN057 Develop and use political nous.

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 PSPGEN149 Develop and use political nous

Modification History

Supersedes and is equivalent to PSPGEN057 Develop and use political nous.

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:

- undertake research and analysis
- use communication strategies in dealing with others, including:
 - negotiating
 - consulting
 - influencing
 - bargaining
 - resolving conflict
 - networking
- apply risk management strategies.

Knowledge Evidence

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

- organisational policies, procedures and protocols
- organisational and public sector power structures and sources of power
- macro view of agendas, positions, and power
- government directions and agendas.

Assessment Conditions

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

Assessment must ensure access to:

- public sector and organisational policies, procedures and protocols.

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>