



Australian Government

SIRXCOM003 Promote team cohesion

Release: 1

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Modification History

Not applicable.

Application

This unit describes the performance outcomes, skills and knowledge required to create a team and workplace culture that supports the achievement of organisational goals and objectives.

It applies to individuals working in frontline roles in a diverse range of industry sectors and business contexts. They operate with independence and under limited supervision and guidance from others, and within established organisational policies and procedures.

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

Pre-requisite Unit

Nil

Competency Field

Communication and Teamwork

Unit Sector

Cross-Sector

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. Plan goal attainment.	1.1. Identify and communicate relevant workplace goals and responsibilities to team members. 1.2. Plan goal attainment in consultation with team members. 1.3. Identify potential barriers to goal attainment and plan required action to reduce impacts.
2. Facilitate teamwork and goal attainment.	2.1. Provide workplace support and direction to team members to ensure achievement of individual and team goals. 2.2. Ensure adequate resourcing for achievement of individual and team goals. 2.3. Identify and minimise factors preventing or limiting

- individual and team goal attainment.
 - 2.4. Follow up with team members to check goals are met and provide constructive feedback.
- 3. Demonstrate responsibility for achievement of team goals.
 - 3.1. Role model high standards of personal performance and commitment to the achievement of team goals.
 - 3.2. Role model efficiency and effectiveness when completing workplace tasks.
 - 3.3. Demonstrate commitment to organisational vision and values.
- 4. Report on goal attainment.
 - 4.1. Report on goal attainment to relevant personnel.
 - 4.2. Communicate concerns related to team and general operations to relevant personnel and seek advice to minimise impacts on goal attainment.

Foundation Skills

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

Unit Mapping Information

No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ca051b1b-5101-4ec2-ac1c-49699303188d>

Assessment Requirements for SIRXCOM003 Promote team cohesion

Modification History

Not applicable.

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:

- develop and document a goal attainment plan that details:
 - team goals and responsibilities
 - barriers to goal attainment
 - strategies for goal attainment and reduction of barriers
- promote a team culture within one work team by:
 - communicating individual and team goals and responsibilities
 - monitoring team performance against goals
 - providing constructive feedback to team members
 - acting as a role model
- review and report on a team's performance against team goals.

Knowledge Evidence

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

- basic strategies for achieving efficiencies in completing workplace tasks
- internal and external barriers to workplace goal attainment and appropriate action to reduce impacts
- resourcing required to aid goal attainment
- techniques for:
 - planning goal attainment
 - increasing individual and team goal attainment
 - monitoring effectiveness of team members relevant to goal attainment
 - providing constructive feedback to team members
 - role modelling in the workplace
- commercial impact of:
 - productive and efficient workplace teams
 - goal attainment
- organisational:
 - vision and values

- expectations of team members relevant to performance and goal attainment.

Assessment Conditions

Skills must be demonstrated in:

- an industry workplace
- a simulated industry environment.

Assessment must ensure access to:

- relevant documentation:
 - organisational:
 - vision and values
 - expectations of team members relevant to performance and goal attainment
 - workplace goals
 - team performance data
- team members; these can be:
 - individuals in an industry workplace, or
 - individuals who participate in role plays or simulated activities, set up for the purpose of assessment, in a simulated industry environment.

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

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