



Australian Government

SIRXMGT003 Provide leadership to others

Release: 1

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Modification History

Not applicable.

Application

This unit describes the performance outcomes, skills and knowledge required to lead others to deliver the organisational vision through the development of performance plans and demonstration of leadership behaviours.

This unit applies to senior personnel working in a diverse range of sectors and business contexts. They operate independently and are responsible for making a range of operational business decisions and the management of others.

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

Pre-requisite Unit

Nil

Competency Field

Management and Leadership

Unit Sector

Cross-Sector

Elements and Performance Criteria

ELEMENTS

Elements describe the essential outcomes.

1. Deliver the vision.

2. Demonstrate

PERFORMANCE CRITERIA

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

- 1.1.Share organisational vision and relevant plans with team members.
- 1.2.Facilitate individual and team input into achievement of organisational vision and relevant plans.
- 1.3.Establish key performance indicators to measure success against organisational vision and plans.
- 1.4.Guide and coach team on delivering organisational vision and plans.
- 2.1.Select and demonstrate leadership styles appropriate to team

- leadership. and organisational needs.
- 2.2. Act as a positive role model ensuring personal performance reflects organisational values and integrity.
- 2.3. Foster a high performance culture that supports innovation and active participation.
3. Act on difficult issues.
- 3.1. Consult with team and individual team members on difficult issues and reach a timely solution.
- 3.2. Demonstrate willingness to confront difficult situations and problems.
- 3.3. Deal with difficult situations fairly and promptly according to organisational policies and procedures.
- 3.4. Communicate openly and honestly with individuals and team members on difficult issues demonstrating sensitivity.

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
Reading skills to:	• interpret: • plans relating to organisational direction, vision and strategy • organisational procedures and guidelines.
Planning and organising skills to:	• plan objectives and responsibilities relevant to organisational goals and individual capacity and capability.

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 SIRXMGT003 Provide leadership to others

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:

- assess personal leadership style and identify strategies to enhance own leadership style
- develop a performance plan, in consultation with team members, to deliver the organisations vision detailing:
 - objectives
 - key performance indicators
 - action plan
 - roles and responsibilities
- implement the above performance plan and provide leadership to team members by:
 - communicating strategies to achieve objectives
 - implementing strategies to motivate and empower team members
 - implementing strategies to achieve high performance standards
 - providing feedback and coaching to team members for improvement in performance
- resolve a complex and non-routine workplace issues or dispute.

Knowledge Evidence

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

- performance plans and their application
- development of key performance indicators
- strategies to motivate and empower others in the workplace
- complex and non-routine workplace issues and disputes common to workplace teams
- conflict and dispute resolution techniques:
 - assertiveness
 - negotiation
 - use of appropriate communication
- leadership:
 - role in leading others
 - styles and traits
 - development of personal leadership skills

- organisational:
 - vision
 - policies and procedures for conflict and dispute resolution.

Assessment Conditions

Skills must be demonstrated in:

- an industry workplace
- a simulated industry environment.

Assessment must ensure access to:

- relevant documentation:
 - organisational vision and plans
 - organisational policies and procedures:
 - conflict and dispute resolution
- 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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