



Australian Government

SISXCAI006 Facilitate groups

Release: 1

SISXCAI006 Facilitate groups

Modification History

Not applicable.

Application

This unit describes the performance outcomes, skills and knowledge required to establish and facilitate the effective functioning of a group of people participating in an activity.

This unit applies to individuals who work autonomously in a range of roles and settings in the sport, fitness or recreation industries. This includes program staff working in after-school or holiday-care programs, those assisting with coaching activities, or undertaking a support role in fitness activities, indoor and outdoor recreation activities such as camps and other guided activities.

These individuals undertake work according to relevant legislation and organisational policies and procedures.

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

Pre-requisite Unit

Nil

Competency Field

Coaching and Instruction

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 for group establishment.	1.1 Establish activity goals of individuals and group. 1.2 Identify group dynamics and potential barriers to group development and performance. 1.3 Establish and document group performance plan to meet needs and activity outcomes.

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| 2. Develop group commitment and cooperation. | 2.1 Develop group effectiveness through active participation of all group members. |
| | 2.2 Establish systems to monitor and review group development and performance. |
| | 2.3 Develop and implement strategies to reduce and eliminate barriers. |
| | 2.4 Establish trust, confidence and ownership in group decision-making, feedback and problem-solving processes. |
| 3. Facilitate group processes and performance. | 3.1 Collaborate with group to develop effective working relationships. |
| | 3.2 Facilitate individual and collective engagement while maintaining group cohesion. |
| | 3.3 Devolve responsibility and accountability to group members, where appropriate. |
| | 3.4 Implement effective conflict-resolution strategies when required. |
| | 3.5 Communicate with group using appropriate mediums. |
| | 3.6 Monitor, adjust and record the performance of group members using established review systems. |

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

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|----------------------------|---|
| Writing skills to: | • create written plans and performance records. |
| Problem-solving skills to: | • address activity-specific problems and client interaction issues or conflict to enable smooth functioning of the group. |

Unit Mapping Information

SISXCAI306A Facilitate groups

Links

Companion Volume implementation guides are found in VETNet - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=1ca50016-24d2-4161-a044-d3faa200268b>

Assessment Requirements for SISXCAI006 Facilitate groups

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:

- facilitate the effective functioning of at least three groups, and develop strategies to resolve problems:
 - group and individual goals that the individual has identified and clarified
 - group members who have diverse styles, aspirations, cultures and perspectives
- use the following techniques to assist each group to facilitate optimum outcomes:
 - task allocation
 - mentoring
- provide opportunities to encourage groups to openly propose, discuss and resolve issues through:
 - group management skills
 - group decision making
 - listening skills
 - negotiation techniques
 - defining roles and responsibilities.

Knowledge Evidence

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

- factors that contribute to optimal performance:
 - mentoring
 - task allocation
- group dynamics and interactions that influence the attitudes and behaviours of others
- stages of group development to enable effective and constructive group support:
 - forming
 - norming
 - storming
 - performing
 - adjourning
- leadership styles, categories and types, appropriate to a range of group situations
- collaborative approaches to develop effective working relationships:

- group management skills
- group decision making
- listening skills
- negotiation techniques
- defining roles and responsibilities
- barriers to effective group development and performance:
 - conflict of interest
 - conflict between individuals and group goals
 - personality clashes
 - poor communication skills
 - lack of group cohesion and commitment to goals
 - poorly defined roles and responsibilities
- facilitation techniques to assist the group to obtain the best outcomes.

Assessment Conditions

Skills must be demonstrated in:

- a sport, fitness or recreation environment with access to participants. This can be a workplace or simulated environment.

Assessment activities that allow the individual to:

- plan and facilitate effective group functioning for a diverse group of clients
- apply effective conflict-resolution techniques.

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

Links

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