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| Title | Demonstrate knowledge of leadership in an organisation | | |
| Level | 4 | Credits | 8 |

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| Purpose | People credited with this unit standard are able to demonstrate knowledge of leadership in an organisation. |
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| Classification | Business Operations and Development > People Development and Coordination |
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| Available grade | Achieved |
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Guidance Information

- 1 Unit standards in the People Development and Coordination domain are about engaging with and leading people to achieve outcomes as individuals and teams.
- 2 The assessment context for this unit standard must be suitable to meet the criteria for Level 4 in the NZQF Levels Descriptors, which are available by searching for “levels descriptors” at www.nzqa.govt.nz.
- 3 Definition
Organisation refers to a specific entity which may be – in private, public, or community and volunteer sectors; a business, a discretely managed unit within a larger entity, a Māori organisation, or a special-purpose body.
- 4 Entry information
Recommended skills and knowledge: Unit 27563, *Demonstrate knowledge of teams and team leadership in an organisation*.

Outcomes and performance criteria

Outcome 1

Demonstrate knowledge of leadership in an organisation.

Performance criteria

- 1.1 Leadership and management are differentiated and explained in terms of their characteristics and behaviours, and their application.
- 1.2 Issues involved in transitions into and between leadership roles are explained in terms of their effect on the leader.
- 1.3 The role of leadership in setting objectives is explained in terms of the impact(s) on the leader, others, and the organisation.

1.4 Delegation is defined and explained in terms of its ongoing responsibilities on the leader and of its potential impacts on others.

Range impacts – initiative, motivation, priorities, recognition and/or reward.

1.5 Leading change is explained in terms of enhancing positives and minimising negatives.

1.6 The role of leadership in contexts involving conflict is explained in terms of constructive and destructive potential outcomes.

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| Planned review date | 31 December 2025 |
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Status information and last date for assessment for superseded versions

| Process | Version | Date | Last Date for Assessment |
|--------------|---------|------------------|--------------------------|
| Registration | 1 | 17 November 2011 | 31 December 2023 |
| Review | 2 | 17 March 2016 | 31 December 2024 |
| Review | 3 | 24 June 2021 | N/A |
| Revision | 4 | 28 April 2022 | N/A |

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| Consent and Moderation Requirements (CMR) reference | 0113 |
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

Comments on this unit standard

Please contact Ringa Hora Services Workforce Development Council qualifications@ringahora.nz if you wish to suggest changes to the content of this unit standard.