

Title	Apply principles for effective performance within a team in a business context		
Level	3	Credits	20

Purpose	<p>A person credited with this standard is able to apply principles for effective performance within a team in a business context.</p> <p>This unit standard has been developed primarily for assessment within programmes leading to the New Zealand Certificate in Business (Introduction to Team Leadership) (Level 3) [Ref: 2453].</p>
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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

- Unit standards in the People Development and Coordination domain are about engaging with and leading people to achieve outcomes as individuals and teams.
- Assessment must be conducted in a real business context(s) or based on scenario(s) which must reflect the requirements and practicalities for conducting business in Aotearoa New Zealand.

These *requirements and practicalities* must include meeting the requirements of all relevant legislation and should address such areas as the real business or scenario-based context's:

- purpose and goals/objectives,
- future development,
- external operating environment,
- internal processes, accountabilities, and relationships.

The requirements and practicalities of the context(s) provide evidence for this unit standard.

- The real business or scenario-based context(s) and their requirements and practicalities must be sufficiently complex to enable demonstration of the full range of competence for achievement of the outcome, and to meet the descriptors for level 3 in the NZQF Level Descriptors, which are available at www.nzqa.govt.nz.

4 Definitions

Effective team performance is when the team meets its objectives.

Socially and culturally relates to ngā kaupapa o te Tiriti o Waitangi (the articles of Tiriti o Waitangi) and/or the Treaty of Waitangi (the principles of the Treaty of Waitangi) and multi-culturalism in Aotearoa New Zealand.

5 Support material for unit standards directly linked to the New Zealand qualifications in Business is available at <https://www.nzqa.govt.nz/qualifications-standards/qualifications/business-qualifications/>.

6 The articles of te Tiriti o Waitangi can refer to a tika interpretation, that te Tiriti o Waitangi is underpinned by three written articles, and the unwritten 4th article which are kawanatanga (governership), tino rangatiratanga (self-determination), oritetanga (equity), and the oral fourth wairuatanga (religious freedom).

7 The principles of the Treaty of Waitangi refer to participation, partnership and protection.

Outcomes and performance criteria

Outcome 1

Apply principles for effective performance within a team in a business context.

Performance criteria

- 1.1 Principles for team performance are described in terms of what makes a team effective.
- 1.2 Effective communication with stakeholders is demonstrated in terms of the intention, medium, and audience, and contributes to effective team performance.
- 1.3 Team performance is supported through the use of cooperative working styles.
- 1.4 Positive engagement with and respect for diversity are demonstrated within a team.
- 1.5 Team performance is promoted by the use of problem-solving and decision-making techniques.
- 1.6 Professional, ethical, and socially and culturally appropriate behaviour is demonstrated in the application of principles for performance within a team.

- 1.7 Performance within the team and the entity's objectives are promoted through own self-management.

Range self-management includes being proactive and may include – time-management, goal setting, prioritisation, consultation, reliability, task follow-up, self-assessment/reflection on performance, managing progress; evidence of four is required.

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	19 May 2016	31 December 2023
Review	2	24 June 2021	N/A
Revision	3	25 January 2024	N/A

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.