
WOOD MANUFACTURING
Develop personal leadership and
coaching strategies for effective wood
manufacturing teams

level:	5
credit:	10
planned review date:	September 2005
sub-field:	Wood Processing Technology
purpose:	People credited with this unit standard are able to: evaluate personal leadership styles and their applicability to wood manufacturing operations, and develop strategies for self-improvement; demonstrate a coaching approach relevant to specific human resource issues in the wood manufacturing operation; and develop leadership plans to improve team culture within the wood manufacturing operation.
entry information:	Open.
accreditation option:	Evaluation of documentation and visit by NZQA and industry.
moderation option:	A centrally established and directed national moderation system has been set up by Forest Industries Training.
special notes:	<ol style="list-style-type: none">1 Definition <i>Wood manufacturing operation</i> means any operation involved in solid wood processing, wood product manufacturing, or plywood and laminated veneer lumber manufacture.2 This unit standard is designed for the proposed National Diploma in Wood Manufacturing (Level 5).

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Elements and Performance Criteria

element 1

Evaluate personal leadership styles and their applicability to wood manufacturing operations, and develop strategies for self-improvement.

performance criteria

- 1.1 Evaluation identifies personality traits and compares them to leadership styles used in wood manufacturing operations.
- Range: leadership styles include - coercive, authoritative, affiliative, democratic, pacesetting, coaching.
- 1.2 Evaluation demonstrates how own personality traits relate to leadership styles and their effectiveness in the wood manufacturing operation.
- Range: leadership styles include - coercive, authoritative, affiliative, pacesetting, democratic, coaching.
- 1.3 Evaluation identifies areas for personal development to improve personal leadership skills in the wood manufacturing operation.

element 2

Demonstrate a coaching approach relevant to specific human resource issues in the wood manufacturing operation.

Range: human resource issues may include but are not limited to - absenteeism, time keeping, addictions, poor performance.

performance criteria

- 2.1 Coaching approach demonstrates the adoption of a leadership style appropriate to the wood manufacturing operation.
- Range: styles of leadership include - coercive, affiliative, democratic, pacesetting, mentoring.

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- 2.2 Coaching approach demonstrates empathy for the situation and its impact on the individuals involved.
- 2.3 Coaching approach demonstrates application of the appropriate wood manufacturing operations policy or procedures that will minimise risk and any negative effects.

element 3

Develop leadership plans to improve team culture within the wood manufacturing operation.

performance criteria

- 3.1 Plans demonstrate an understanding of team dynamics in the wood manufacturing operation.
- 3.2 Plans include methods of performance measurement that relate to the wood manufacturing operation and its goals.
- 3.3 Plans demonstrate the development of a coaching approach to improve team cohesion over time, to lift performance in the wood manufacturing operation.
- 3.4 Plans identify opportunities to optimise social influences to create the most effective structure for team operation.
- Range: culture and values, psychological and social needs of individuals.
- 3.5 Plans identify methods for effecting change in a wood manufacturing operation.

Comments on this unit standard

Please contact Competenz at info@competenz.org.nz if you wish to suggest changes to the content of this unit standard.

Please Note

Providers must be accredited by the Qualifications Authority or a delegated inter-institutional body before they can register credits from assessment against unit standards or deliver courses of study leading to that assessment.

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Industry Training Organisations must be accredited by the Qualifications Authority before they can register credits from assessment against unit standards.

Accredited providers and Industry Training Organisations assessing against unit standards must engage with the moderation system that applies to those standards.

Accreditation requirements and an outline of the moderation system that applies to this standard are outlined in the Accreditation and Moderation Action Plan (AMAP). The AMAP also includes useful information about special requirements for providers wishing to develop education and training programmes, such as minimum qualifications for tutors and assessors, and special resource requirements.

This unit standard is covered by AMAP 0173 which can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.