

Title	Analyse leadership and lead a group or team to achieve mental health support work objectives		
Level	5	Credits	6

Purpose	People credited with this unit standard are able to analyse leadership of groups or teams, and lead a group or team to achieve mental health support work objectives.
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Classification	Health, Disability, and Aged Support > Mental Health and Addiction Support
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Available grade	Achieved
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Guidance Information

1 Glossary

A *group* may include but is not limited to a group of consumers/tangata whai ora, and a *team* may include but is not limited to a team of workers within a workplace who may or may not be multi-disciplinary in composition.

Authoritarian means a militaristic leadership style that is black and white, requiring obedience to rules, and the leader has the power.

Democratic means a leader is chosen by the majority, the leader acts in the best interest of the group, and the group have the power.

Permissive means a very relaxed leadership style, where the leader wants to be liked and part of the group, and the group have the power.

Situational means the use of a variety of leadership styles to apply within different contexts.

Encourages individual participation means no individual or sub-group is allowed to monopolise the discussion, constant interruption is not allowed, reluctant members are encouraged to participate.

Leadership skills for dealing with conflict include but are not limited to – enhancing clear and accurate communication; enabling non-belligerent communication; focusing people on their feelings, needs, and views; focusing people on listening to others; enabling people to move through blocks to conflict resolution; generating options to resolve conflict; clarifying points of agreement; evaluating progress towards conflict resolution; enabling people to try different options to resolve conflict; win-win.

Service provider guidelines means the guidelines of the service provider where the assessment against this unit standard is taking place.

2 Assessment notes

This unit standard may be assessed on the basis of evidence of demonstrated performance in the workplace, or through the use of simulated situations that closely approximate the performance required in workplace settings. Evidence may be gathered from an actual workplace in either a group or team setting, a simulated workplace situation, or participation in a classroom setting, or any combination.

The following applies to the performance of all elements of this unit standard. All activities must comply with:

- a service provider guidelines, protocols, staff manuals, strategic plans, kawa, tikanga;
 - b Mental Health Commission. 2001. *Recovery competencies for New Zealand mental health workers*. Wellington: Mental Health Commission. (all Recovery Competencies). Available from the Mental Health Commission website: <https://www.mentalhealth.org.nz/>;
 - c relevant cultural, legislative, and regulatory requirements, which include but are not limited to – Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations 1996; New Zealand Standards (NZS) 8134:2001 Health and Disability Sector Standards – Te Awarua o te Hauora; New Zealand Standard (NZS) 8143:2001 National Mental Health Sector Standard – He Whariki Oranga Hinengaro; Health and Disability Services (Safety) Act 2001; Health and Safety in Employment Act 1992; Human Rights Act 1993; Official Information Act 1982; Privacy Act 1993.
- 3 All communications with group or team members and within the group or team are treated confidentially. The limits of confidentiality are set according to criteria that include but are not limited to – legislation, codes of conduct, and service provider guidelines. These may include but are not limited to – the Official Information Act 1982; Privacy Act 1993; and codes of practice issued by the Privacy Commissioner.

Outcomes and performance criteria

Outcome 1

Analyse leadership of groups or teams.

Performance criteria

1.1 Leadership is analysed in terms of its roles, functions, and responsibilities.

Range roles, functions, and responsibilities may include but are not limited to – care, conflict resolution, control, decision making, enabling, negotiating, facilitation, guidance, empowering, establishing consensus, establishing safety and rules, inspiration, motivation, programme setting, role modelling, encouraging self-leadership.
Evidence is required of four.

1.2 Styles of leadership are analysed and the positive and negative features of each style are identified.

Range styles of leadership may include but are not limited to – authoritarian, democratic, permissive, situational.
Evidence is required of two leadership styles, with two positives and two negatives for each.

Outcome 2

Lead a group or team to achieve mental health support work objectives.

Performance criteria

- 2.1 Meeting arrangements are planned and communicated to group or team members in accordance with service provider guidelines.
- Range arrangements may include – time; location; list of participants; purpose or agenda; timeframes.
- 2.2 The group or team agrees on objectives for mental health support work.
- Range objectives for mental health support work may include but are not limited to – support of mental health consumers/tangata whai ora; management of supported accommodation or other premises shared by the group or team; coordination of the group or team. Evidence is required of one objective.
- 2.3 The group or team agrees on timeframes, rules, and guidelines for participation of members.
- 2.4 The chosen leadership style(s) contributes positively to the achievement of group or team objectives.
- Range leadership style(s) – encourages individual participation; displays cultural and gender sensitivity; displays timely, clear, and effective direction and motivation to stay on task; identifies and discourages any time-wasting activities.
- 2.5 Decision-making processes ensure progress towards mental health support work objectives and are within agreed rules of the group or team.
- 2.6 Leadership skills for dealing with conflict within the group or team are demonstrated as required.
- Range evidence is required of four leadership skills for dealing with conflict.
- 2.7 Completed tasks meet specified objectives within the set timeframes and are in accordance with any identified health and safety requirements.

This unit standard is expiring. Assessment against the standard must take place by the last date for assessment set out below.

Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	25 June 2007	31 December 2022
Rollover and Revision	2	18 May 2012	31 December 2022
Review	3	27 February 2020	31 December 2022

Consent and Moderation Requirements (CMR) reference

0024

This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.