

Title	Implement change in a work team		
Level	5	Credits	4

Purpose	People credited with this unit standard are able to implement change in a work team.
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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 People will be assessed for this unit standard on evidence from authentic experience in an organisational context, with all the expectations and possible consequences of that context. The context may include but is not limited to:
 - the candidate’s workplace
 - where the candidate is a volunteer
 - a cultural, community, or sporting organisation
 - a special event.
- 3 The assessment context for this unit standard must be suitable to meet the criteria for Level 5 in the NZQF Level Descriptors, which are available by searching for “level descriptors” at www.nzqa.govt.nz/.
- 4 Definitions

Legislative/legal refers to requirements that derive authority from legislation and/or the law.

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.

Organisational requirements may include but are not limited to:

 - organisation purpose and/or direction
 - organisation policies and processes
 - compliance: legislative/legal, health and safety
 - risk management
 - sustainability.

- 5 For this unit standard, the change will:
- not be routine or familiar, and/or
 - involve people from different parts of the organisation, and/or
 - involve a variety of possible ways of achieving the objective(s), where it is not initially clear which is preferred, and/or
 - require a range of specialised skills and/or knowledge, and/or
 - involve significant budget and/or financial responsibility.

Outcomes and performance criteria

Outcome 1

Implement change in a work team.

Performance criteria

- 1.1 A change(s) is described in terms of its actual and/or likely impact on the work team.
- 1.2 Desired outcomes for change management are identified and confirmed, in accordance with organisational requirements.
- 1.3 Plan for managing change for the work team is developed in accordance with organisational requirements.
- Range plan includes but is not limited to – steps in the management process, timeframes, communication strategy, team member support.
- 1.4 Change is implemented in accordance with organisational requirements.
- 1.5 Effectiveness of the implementation is described in terms of positive and negative impacts on people and team performance, in accordance with organisational requirements.

Replacement information	This unit standard and unit standard 27567 replaced unit standard 23400.
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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	N/A
Review	2	17 March 2016	N/A
Revision and Rollover	3	29 July 2021	N/A
Rollover and Revision	4	27 April 2023	N/A

Consent and Moderation Requirements (CMR) reference

0113

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.