

Title	Lead and manage people to achieve a business entity's operational objectives		
Level	5	Credits	35

Purpose	<p>A person credited with this standard is able to lead and manage people to achieve a business entity's operational objectives.</p> <p>This unit standard has been developed primarily for assessment within programmes leading to the Leadership and Management strand of the New Zealand Diploma in Business (Level 5) [Ref: 2459].</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 5 in the NZQF Level Descriptors, which are available at www.nzqa.govt.nz.

4 Definitions

Business entity can be an organisation, or a commercial or other enterprise, not necessarily for profit, a community organisation, and can be a discretely managed business unit within a larger organisation.

- 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/>.

Outcomes and performance criteria

Outcome 1

Lead and manage people to achieve a business entity's operational objectives.

Performance criteria

- 1.1 The entity's continuous improvement is promoted through the management of people.
- 1.2 Contributions are made to the entity's business planning processes.
- 1.3 The implementation of activities within the entity's plans, including change, is facilitated through leadership.
- 1.4 Achievement of the entity's outcomes is facilitated by negotiation and use of positive influence.
- 1.5 Strategies for positive workplace culture and team engagement are developed to support the entity's performance.
- 1.6 Strategies for positive workplace culture and team engagement are developed to value diversity.
- 1.7 Compliance with internal and external requirements is monitored.

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

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 NZQA National Qualifications Services nqs@nzqa.govt.nz if you wish to suggest changes to the content of this unit standard.