

Title	Contribute to innovation and organisational change in a business entity in operational contexts		
Level	5	Credits	20

Purpose	<p>A person credited with this standard is able to contribute to innovation and organisational change in a business entity in operational contexts.</p> <p>This unit standard has been developed primarily for assessment within programmes leading to the core compulsory outcomes of the New Zealand Diploma in Business (Level 5) [Ref: 2459].</p>
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Classification	Business Operations and Development > Organisational Direction and Strategy
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Available grade	Achieved
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Guidance Information

- Unit standards in the Organisational Direction and Strategy domain are about analysing influences, determining strategies for an envisioned future, and enabling the alignment of the organisation to achieve that future.
- 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.

Socially and culturally relates to ngā kaupapa o te Tiriti o Waitangi (the articles of te 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

Contribute to innovation and organisational change in a business entity in operational contexts.

Range evidence for contribution to innovation and to organisational change need not relate to the same activity.

Performance criteria

1.1 The achievement of the business entity's operational objectives is promoted through contribution(s) to innovation.

1.2 The achievement of the business entity's operational objectives is promoted through contribution(s) to organisational change.

1.3 Innovation and organisational change in the business entity are promoted through communication with stakeholders.

1.4 Business relationships are developed and maintained with stakeholders, to promote the innovation and organisational change in the business entity.

1.5 Innovation and organisational change within the business entity are promoted through the use of problem-solving and decision-making techniques.

1.6 Own and others' learning and performance needs are addressed to contribute to innovation and organisational change within the business entity.

- 1.7 Professional, ethical, and socially and culturally appropriate behaviour is demonstrated when contributing to innovation and organisational change.

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.