

<b>Title</b>	<b>Develop a team environment and relationships to contribute to a business entity's objectives</b>		
<b>Level</b>	<b>4</b>	<b>Credits</b>	<b>20</b>

<b>Purpose</b>	<p>A person credited with this standard is able to develop a team environment and relationships to contribute to a business entity's objectives.</p> <p>This unit standard has been developed primarily for assessment within programmes leading to the New Zealand Certificate in Business (First Line Management) (Level 4) [Ref: 2456].</p>
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<b>Classification</b>	Business Operations and Development > People Development and Coordination
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<b>Available grade</b>	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 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.

- 3 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 4 in the NZQF Level Descriptors, which are available at [www.nzqa.govt.nz](http://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 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/>.

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## Outcomes and performance criteria

### Outcome 1

Develop a team environment and relationships to contribute to a business entity's objectives.

### Performance criteria

- 1.1 The team's stage(s) of development are assessed in relation to the entity's objectives.
- 1.2 A team environment is developed that contributes to the entity's objectives.
- 1.3 An inclusive environment that values diversity is developed and maintained for positive performance for the entity.
- 1.4 Interpersonal relationships within a team are managed to sustain a productive workplace environment.
- 1.5 Positive relationships are developed and maintained through communication with team members.
- 1.6 Professional, ethical, and socially and culturally appropriate behaviour contributes to developing a team environment.

<b>Replacement information</b>	This unit standard and unit standard 32347 replaced unit standard 29039.
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<b>Planned review date</b>	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	24 June 2021	N/A

<b>Consent and Moderation Requirements (CMR) reference</b>	0113
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

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**Comments on this unit standard**

Please contact NZQA National Qualifications Services [nqs@nzqa.govt.nz](mailto:nqs@nzqa.govt.nz) if you wish to suggest changes to the content of this unit standard.