

Title	Lead team performance to contribute to a business entity's objectives		
Level	4	Credits	20

Purpose	<p>A person credited with this standard is able to lead team performance 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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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 4 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

Lead team performance to contribute to a business entity's objectives.

Performance criteria

- 1.1 Team objectives and priorities are assessed in relation to team capabilities, in response to entity objectives.
- 1.2 The team's achievement of their objectives and their contribution to the entity's objectives are enabled through the development of the team.
- 1.3 Actual and/or potential issue(s) are assessed, and appropriate response(s) are actioned.
- 1.4 The team's achievement of their objectives and their contribution to the entity's objectives are enabled through leadership of the team.
- 1.5 Leadership styles are adapted for effective team performance.
- 1.6 Productive and effective team performance is promoted through communication with team members.
- 1.7 Interpersonal relationships within a team are managed to strengthen team performance.
- 1.8 An inclusive environment that values diversity is developed and maintained for positive performance for the entity.

- 1.9 Professional, ethical, and socially and culturally appropriate behaviour is demonstrated in leading a team.

Replacement information	This unit standard and unit standard 32346 replaced unit standard 29039.
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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	24 June 2021	N/A
Revision	2	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.