

QUALIFICATION DETAILS

Qualification number/Te nama o te tohu mātauranga			
English title/Taitara Ingarihi	New Zealand Certificate in Leadership (Level 3)		
Māori title/Taitara Māori			
Version number/Te putanga	1	Qualification type/Te momo tohu	Certificate
Level/Te kaupae	3	Credits/Ngā whiwhinga	40
NZSCED/Whakaraupapa	080301 Management and Commerce>Business and Management>Business Management		
Qualification developer/Te kaihanganga tohu	Ringa Hora Services Workforce Development Council		
Review Date /Te rā arotake	2029		

OUTCOME STATEMENT/TE TAUĀKI Ā-HUA

Strategic Purpose statement/ Te rautaki o te tohu

This is an introductory qualification intended for people who are aspiring to be or are currently new leaders. The qualification will provide Aotearoa New Zealand with people who have the introductory skills and knowledge to be a confident and effective leader.

Graduates of this qualification will develop their own leadership skills and will be able to contribute effectively to objectives, a project, team, community, and organisations, in accordance with te Tiriti o Waitangi, and within multi-cultural environments.

Graduate Profile/Ngā hua o te tohu

Graduates of this qualification will be able to:

- Adopt self-reflection in leadership practice within own roles and responsibilities.
- Identify and apply organisational core values and objectives to people-led activities.
- Communicate effectively in a socially and culturally responsible manner within a leadership context.
- Apply effective problem-solving and contribute to decision-making for organisational purposes.
- Behave professionally and ethically to support organisational values in a leadership context.

Education Pathway/ Ngā huarahi mātauranga

This is an introductory qualification in leadership. This qualification may build on from or be part of a range of qualifications on the New Zealand Qualifications and Credentials Framework.

This qualification may lead to higher-level qualifications in leadership, such as the New Zealand Certificate in Leadership (Level 4) [Ref: xxxx], the New Zealand Diploma in Business with strand in Leadership [Ref: xxxx], New Zealand Diploma in Advanced Leadership [Ref: xxxx], or higher-level qualifications in sector specific contexts.

Employment, Cultural, Community Pathway/ Ko ngā huarahi ā-mahi, ā-ahurea, ā-whānau, ā-hapū, ā-iwi, ā-hapori anō hoki

Graduates of this qualification may be employed in a leadership role in a variety of employment, cultural, or community settings.

QUALIFICATION SPECIFICATIONS/ NGĀ TAUWHĀITITANGA O TE TOHU

Qualification Award/ Te whakawhiwhinga o te tohu	This qualification may be awarded by any education organisation with an approved programme or accreditation to deliver an approved programme.
Evidence requirements for assuring consistency/ Ngā taunaki hei whakaū i te tauritenga	Evidence requirements should include: an overview of the mapping of the programme learning outcomes and assessments to the graduate profile outcomes analysis and interpretation of graduate performance relative to the graduate profile outcomes in their next role: study and/or employment analysis and interpretation of graduate self-assessment analysis and interpretation of external and internal moderation.
Minimum standard of achievement and standards for grade endorsements/ Te pae o raro e tutuki ai, ngā paerewa hoki hei whakaatu i te taumata o te whakatutukinga	Achieved.
Other requirements for the qualification (including regulatory body or legislative requirements)/ Kō ētahi atu here o te tohu (tae atu hoki ki ngā here ā-hinonga	None.

<p>whakamarumarū, ki ngā here ā- ture rānei)</p>	
<p>General conditions for programme/ Ngā tikanga whānui o te hōtaka</p>	<p>Programme delivery should be in a context which allows for all assessment to be conducted in real leadership context(s) or based on scenario(s) which must reflect the requirements and practicalities for leadership across bi-cultural and multi-cultural environments in Aotearoa New Zealand.</p> <p><i>Te Tiriti o Waitangi</i> refers to the articles and/or the principles of The Treaty of Waitangi.</p> <p><i>Multiculturalism in Aotearoa New Zealand</i> encompasses the recognition, celebration, and integration of diverse cultural backgrounds and perspectives within the country.</p> <p><i>Values</i> refer to known values such as personal, organisational, cultural, project, diversity, equity and inclusion (DEI), Māori, and Pacific.</p> <p><i>Socially and culturally</i> relates to all social and cultural interactions, including te Tiriti o Waitangi and multiculturalism in Aotearoa New Zealand, in the context of this qualification.</p> <p><i>Professional and ethical practice</i> relates to inclusivity, tikanga, organisational values, expected behaviours, and conduct.</p> <p>An <i>organisation</i> can be a commercial or other enterprise, not necessarily for profit, a community organisation, and can be a team or business unit within a larger organisation.</p> <p>Programme Endorsement</p> <p>Providers are advised to refer to the Ringa Hora Services Workforce Development Council programme endorsement considerations:</p> <ul style="list-style-type: none"> • Ngā Whakamārama - Programme content • Mana ōrite mō te hunga ako - Equity for learners • Torotoronga me te kimi whakairo - Programme engagement and consultation • Te ao Māori • Te akoako me ngā reo o Te Moana-nui-a-Kiwa - Pacific languages and learners • Tangata Whaikaha - Disabled people <p>Additional guidance and recommendations for programme development can be found on the Ringa Hora website at (insert webpage here).</p>

CONDITIONS RELATING TO THE GRADUATE PROFILE /NGĀ TIKANGA E HĀNGAI ANA KI NGA HUA O TE TOHU

Qualification outcomes/ Ngā hua		Credits/Ngā whiwhinga	Conditions/Ngā tikanga
1	Adopt self-reflection in leadership practice within own roles and responsibilities.	5	
2	Identify and apply core organisational values and objectives to people-led activities.	10	
3	Communicate effectively in a social and culturally responsible manner within a leadership context.	10	
4	Apply effective problem-solving and contribute to decision-making for organisational purposes.	10	
5	Behave professionally and ethically to support organisational values in a leadership context.	5	

TRANSITION INFORMATION/ HE KŌRERO WHAKAWHITI

Replacement information/ He kōrero mō te whakakapi	<p>This qualification replaced the New Zealand Certificate in Business (Introduction to Team Leadership) (Level 3) [Ref: 2453] and the National Certificate in Business (First Line Management) (Level 3) [Ref: 0743].</p> <p>The National Certificate in Business (First Line Management) (Level 3) is discontinued.</p>
Additional transition information/ Kō ētahi atu kōrero mō te whakakapi	<p>Version Information:</p> <p>This qualification was listed in XXXX 20XX following a scheduled review of the Intelligence qualifications.</p> <p>Please refer to Qualifications and Assessment Standards Approvals for further information.</p> <p>The last date for enrolment into programmes leading to the replaced qualification is 31 December 2027.</p> <p>The last date of assessment for the replaced qualification is 31 December 2028.</p>

People working currently towards the replaced qualification may either complete the requirements for that qualification by 31 December 2028 or transfer to this qualification.

It is not intended that any existing candidate be disadvantaged by these transition arrangements; however, anyone who feels they have been disadvantaged may appeal to:

Ringa Hora Services Workforce Development
Council
PO Box 445
Wellington 6140

Email: qualifications@ringahora.nz

Web: www.ringahora.nz

Phone: 04 909 0306

DRAFT for consultation