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| **L6 5** | **Lead and implement strategies to develop a positive workplace culture and team engagement that values diversity** |

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| **Kaupae |** Level | 6 |
| **Whiwhinga |** Credit | 30 |
| **Whāinga |** Purpose | This skill standard is intended for people who work or intend to work in strategic leadership positions.  The skill standard will provide learners with the knowledge and skills to lead and implement strategies to develop a positive workplace culture and team engagement that values diversity.  This skill standard can be used in a range of qualifications and micro-credentials where there is a requirement of leading and implementing strategies to develop a workplace culture and team engagement that values diversity. |

**Hua o te ako me Paearu aromatawai |** Learning outcomes and assessment criteria

| **Hua o te ako |** Learning outcomes | **Paearu aromatawai |** Assessment criteria |
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| 1. Lead and implement strategies to develop a positive workplace culture and team engagement that values diversity. | a. Produce a plan to develop strategies for a positive workplace culture and team engagement that values diversity. |
| b. Lead and implement strategies in accordance with the plan. |
| c. Monitor the on-going success of the plan and make and implement necessary changes to support a positive workplace culture and team engagement that values diversity. |
| d. Evaluate the effectiveness of the implemented strategies in terms of how they support a positive workplace culture and team engagement that values diversity. |

**Pārongo aromatawai me te taumata paearu |** Assessment information and grade criteria

*Assessment specifications:*

Activity must relate to leadership, may be a short term or long term, or repeated activity. It could be leading an individual or group, community, or project, and may include thought-leadership, leading an idea or kaupapa.

This skill standard may be assessed in a role where leadership is demonstrated, when appropriate situations arise, or in a training environment if simulated conditions are able to be provided that reflect the standards of a workplace and/or leadership context.

Evidence of assessment must reflect any applicable workplace policies and procedures such as standard operating procedures, safety procedures, equipment operating procedures, codes of practice, quality management practices and standards, procedures to comply with legislative and local body requirements.

Assessment materials should allow for learner, regional, cultural, or community contexts.   
For example, a learner may wish to be assessed in a context that includes te ao Māori perspectives such as mātauranga, and tikanga specific to them.

The task or activity may relate to Te Tiriti o Waitangi. For guidance on Te Tiriti o Waitangi, please see [programme guidance documents](https://ringahora.nz/qualifications-and-assurance/programme-endorsement/programme-guidance-documents-for-providers-developing-programmes/).

*Definitions*

*Assessment materials* refer to the assessment activities, judgement statements, learner evidence, model answers, and any other material that supports assessment to this standard.

*Evaluate* refers to using a range of methodologies, tools, and data for analysis.

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

***Ngā momo whiwhinga |*** *Grades available*

Achieved

**Ihirangi waitohu |** Indicative content

Resources to inform the plan

* environmental scan
* data
* reports
* culture surveys.

Strategies

* methodologies
* cultural approaches
* plan.

**Rauemi |** Resources

* Groundwork.org.nz - [Te Tiriti articles in practice](https://groundwork.org.nz/resources/te-tiriti-articles-in-practice/)
* Te Ara – [Principles of The Treaty of Waitangi](https://teara.govt.nz/en/principles-of-the-treaty-of-waitangi-nga-matapono-o-te-tiriti-o-waitangi/page-1)
* Employment Relations Act 2020
* Diversity Works – [Template: Diversity and Inclusion Strategy](https://diversityworksnz.org.nz/media/3534/dwnz_diversity-and-inclusion-strategy.pdf)
* Diversity Works – [Policy Template – Workplace Diversity and Inclusion Policy](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fdiversityworksnz.org.nz%2Fmedia%2F3977%2Fworkplace-diversity-and-inclusion-policy.docx&wdOrigin=BROWSELINK)

**Pārongo Whakaū Kounga |** Quality assurance information

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| **Ngā rōpū whakatau-paerewa |** Standard Setting Body | Ringa Hora Services Workforce Development Council |
| **Whakaritenga Rārangi Paetae Aromatawai |** DASS classification | Business> Business Operations and Development > Organisational Direction and Strategy |
| **Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te Whakaōritenga |** CMR | 0112 |

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| **Hātepe |** Process | **Putanga |** Version | **Rā whakaputa |** ReviewDate | **Rā whakamutunga mō te aromatawai |** Last date for assessment |
| **Rēhitatanga |** Registration | 1 | [dd mm yyyy] | [dd mm yyyy] |
| **Kōrero whakakapinga |** Replacement information | N/A | | |
| **Rā arotake |** Planned review date | 2030 | | |

Please contact Ringa Hora Services Workforce Development Council at [Qualifications@ringahora.nz](mailto:Qualifications@ringahora.nz) to suggest changes to the content of this skill standard.