Title	Demonstrate knowledge of teams and team leadership in an organisation		
Level	3	Credits	4

Purpose	People credited with this unit standard are able to demonstrate knowledge of teams and team leadership in an organisation.

Classification	Business Operations and Development > People Development and Coordination

Available grade	Achieved

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 for this unit standard will be in a specific context, either one real to the candidate or a realistically simulated one.

3   The same two teams must be used for assessment for both outcomes in this unit standard. However, they are not required to be in the same organisation.

4   The assessment context for this unit standard must be suitable to meet the criteria for Level 3 in the NZQF Levels Descriptors, which are available by searching for "levels descriptors" at www.nzqa.govt.nz.

5   Assessment materials should consider Te Tiriti o Waitangi - Programme Development: Supporting Information

Outcomes and performance criteria

Outcome 1

Demonstrate knowledge of teams in an organisation.

Performance criteria

1.1   A team is defined and explained, consistent with any commonly agreed definition.

1.2   Purpose(s) and reason(s) for having a team are described in relation to two specific teams with different objectives.

1.3 Stages in team development are identified and described in relation to two specific teams with different purposes.

Range stages may include but are not limited to – forming, norming, storming, performing, adjourning.

1.4 Team building processes are described in relation to two specific teams.

1.5 Potential positive and negative success factors for a team are described in relation to two specific teams.

Outcome 2

Demonstrate knowledge of team leadership in an organisation.

Performance criteria

2.1 Team leadership is defined and explained, consistent with a commonly agreed definition.

2.2 Positives and negatives of generally accepted leadership styles are described in relation to two specific teams.

Range at least four styles, which may include but are not limited to – autocratic, consultative, consensus, laissez-faire.

2.3 Different behaviours of a team leader and potential impacts on team members are identified and described for each of the styles described in performance criterion 2.2.

Planned review date	31 December 2025

Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	17 November 2011	31 December 2023
Rollover and Revision	2	17 March 2016	31 December 2023
Review	3	24 June 2021	31 December 2028
Review	4	Dd mm 2025	N/A

Consent and Moderation Requirements (CMR) reference	0112

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.