

Title	Demonstrate knowledge of leadership in an organisation		
Level	4	Credits	8

Purpose	People credited with this unit standard are able to demonstrate knowledge of leadership in an organisation.
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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.
- The assessment context for this unit standard must be suitable to meet the criteria for Level 4 in the NZQF Levels Descriptors, which are available by searching for “levels descriptors” at www.nzqa.govt.nz.
- Definition
Organisation refers to a specific entity which may be – in private, public, or community and volunteer sectors; a business, a discretely managed unit within a larger entity, a Māori organisation, or a special-purpose body.
- Entry information
Recommended skills and knowledge: Unit 27563, *Demonstrate knowledge of teams and team leadership in an organisation*.
- Assessment materials should consider [Te Tiriti o Waitangi - Programme Development: Supporting Information](#)

Outcomes and performance criteria

Outcome 1

Demonstrate knowledge of leadership in an organisation.

Performance criteria

- Leadership and management are differentiated and explained in terms of their characteristics and behaviours, and their application.
- Issues involved in transitions into and between leadership roles are explained in terms of their effect on the leader.

- 1.3 The role of leadership in setting objectives is explained in terms of the impact(s) on the leader, others, and the organisation.
- 1.4 Delegation is defined and explained in terms of its ongoing responsibilities on the leader and of its potential impacts on others.
- Range impacts – initiative, motivation, priorities, recognition and/or reward.
- 1.5 Leading change is explained in terms of enhancing positives and minimising negatives.
- 1.6 The role of leadership in contexts involving conflict is explained in terms of constructive and destructive potential outcomes.

Planned review date	31 December 2030
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Status information and last date for assessment for superseded versions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
Review	2	17 March 2016	31 December 2024
Review	3	24 June 2021	31 December 2028
Revision	4	28 April 2022	31 December 2028
Review	5	Dd mm 2025	N/A

Consent and Moderation Requirements (CMR) reference	0112
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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.