

Title	Demonstrate knowledge of management of a change in an organisation		
Level	4	Credits	4

Purpose	People credited with this unit standard are able to demonstrate knowledge of management of a change 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

- 1 Assessment for this unit standard will be in the context of a particular change in a specific organisation, either one real to the candidate or a realistically simulated one.
- 2 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/.
- 3 Definitions
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.
Organisational requirements may include but are not limited to:
 - organisation purpose and/or direction
 - organisation policies and processes
 - compliance: legislative/legal, health and safety
 - risk management
 - sustainability.
- 4 Assessment materials should consider [Te Tiriti o Waitangi - Programme Development: Supporting Information](#)

Outcomes and performance criteria

Outcome 1

Demonstrate knowledge of management of a change in an organisation.

Performance criteria

- 1.1 Reason(s) for the change in the organisation are explained.

- 1.2 Potential impacts of the change on people are explained in terms of their responses.
- Range responses – positive, negative.
- 1.3 Ways of addressing people's responses to the change are explained in accordance with organisational requirements.
- Range people's responses include but are not limited to – acceptance, resistance; active, passive.
- 1.4 A change management process is explained to implement the change in accordance with organisational requirements.

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Status information and last date for assessment for superseded versions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 2023
Review	3	24 June 2021	31 December 2028
Review	4	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.