

L6 5 **Develop and evaluate strategies for a positive workplace culture to value team engagement and diversity**

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 develop and evaluate strategies for a positive workplace culture to value team engagement and diversity. This skill standard can be used in programmes leading to the New Zealand Certificate in Strategic Leadership (Level 6) [Ref: 5355] or other leadership credentials.

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

Hua o te ako Learning outcomes	Paearu aromatawai Assessment criteria
1. Plan and develop strategies for 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.
2. Implement strategies for a positive workplace culture and team engagement that values diversity.	a. Lead and implement strategies in accordance with the plan.
3. Monitor the plan and strategies to support a positive workplace culture and team engagement that values diversity.	a. Monitor and measure the on-going success of the plan to check the implementation of the strategies.
4. Make changes to the strategies and the plan to support a positive workplace culture and team engagement that values diversity.	a. Adjust and implement changes to the strategies and the plan.
5. Evaluate the effectiveness of the strategies and the plan in workplace culture and organisational performance.	a. Evaluate the effectiveness of the implemented strategies and the execution of the plan.
	b. Review how the effectiveness of positive workplace culture supports organisational performance.

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

Assessment specifications:

Strategies 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 where applicable, any 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 used for assessment may relate to Te Tiriti o Waitangi. For guidance on Te Tiriti o Waitangi, please see [programme guidance documents](#).

Commented [SC1]: This has been broadened out to reflect a leadership context can be simulated.

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 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.

Diversity refers to differences between colleagues such as age, gender, ethnicity, religion, disability, sexual orientation or identification, neurodiversity, education, and national origin.

A **strategy** is any action or activity designed to establish and maintain a positive diversity inclusive, workplace culture.

Ngā momo whiwhinga | Grades available

Achieved

Ihirangi waitohu | Indicative content

Positive workplace culture

- team engagement
- growth and development
- increased participation
- inclusivity
- diversity
- wellbeing.

Resources to inform the plan

- environmental scan
- data
- reports
- culture surveys.

Strategies

- methodologies such as strength-based leadership model
- employee engagement models
- cultural approaches
- leadership plan.

Monitoring and measuring the success of the plan

- culture surveys
- stakeholder feedback loops
- status meetings and reporting
- project tracking.

Rauemi | Resources

- Groundwork.org.nz - [Te Tiriti articles in practice](#)
- Te Ara – [Principles of The Treaty of Waitangi](#)
- Employment Relations Act 2020
- Diversity Works – [Template: Diversity and Inclusion Strategy](#)
- Diversity Works – [Policy Template – Workplace Diversity and Inclusion Policy](#)

Pārongo Whakaū Kounga | Quality assurance information

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

Hātepe Process	Putanga Version	Rā whakaputa Review Date	Rā whakamutunga mō te aromatawai Last date for assessment
Rēhitatanga Registration	1	[dd mm yyyy]	[dd mm yyyy]
Arotakenga Review	<type here>	[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 to suggest changes to the content of this skill standard.