

L6 4 Lead people and influence change to enhance growth in an organisation

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. This skill standard will provide learners with the knowledge and skills to lead people and influence change to enhance growth in an organisation. 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 to lead a change to enhance growth in an organisation.	a. Identify and assess a growth area for an organisation.
	b. Produce a plan to lead change that supports the growth area for an organisation.
2. Lead a team with a plan to influence change that enhances growth in an organisation.	a. Lead and influence change in a team in accordance with the plan.
3. Monitor the plan to enhance growth in an organisation.	a. Monitor and measure the on-going success of the plan to support the growth area.
	b. Monitor and measure the results from the plan to support the growth area.
4. Make changes to the plan to enhance growth in an organisation.	a. Adjust and implement changes to the plan.
5. Evaluate the effectiveness of the change and the plan to enhance growth in an organisation.	a. Evaluate the effectiveness of the plan to lead change in achieving the intended growth for the organisation

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

Assessment specifications:

Evidence for assessment 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](#).

Definitions

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

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

Growth area may refer to profit, staff development, productivity.

Ngā momo whiwhinga | Grades available

Achieved

Ihirangi waitohu | Indicative content

Change management plan

- Kotter's 8-step change model "Leading Change"
- Change leadership frameworks.

Māori and Pacific approaches to change management

- Wayfinding or navigational leadership

Monitoring and measuring the success of the change management 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](#)
- [Kotter's 8-steps for Leading Change](#)

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 at Ringa Hora Services Workforce Development Council at Qualifications@ringahora.nz to suggest changes to the content of this skill standard.