## Unit of Competency

**Other Core Generic Competences > 10.1 Business Goal Management**

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| Title | Build alignment among different team members to work towards a unified goal |
| Code | 107598L6 |
| Range | Align team members to work on the same goal in the context of managing individual / cross-functional teams when carrying out projects of different natures and scales. The context is more related to a broad range of situations and professional work activities in the absence of complete or consistent data / information where R&D skills with creative responses are employed as the problem solving approach to complex management situations |
| Level | 6 |
| Credit | 4 |
| Competency | Performance Requirements<br>1. Develop a common team goal<br>    Be able to:<br>• Set goals which are aligned with corporate strategies<br>• Develop team managing plans with reference to the needs, preference and personality of fellow team members<br>• Cultivate shared understanding of the team goal among team members<br>2. Communicate the goal to members in a tactful manner<br>    Be able to:<br>• Articulate the vision, mission, values, directions, plans and strategies, etc.<br>• Act as a role model by demonstrating proper attitudes and behaviors to drive the work team to achieve high level of performance<br>• Set priority for goals and resources based on their importance and availability and communicate specifically with responsible team members<br>3. Develop commitment to the goal among team members<br>    Be able to:<br>• Make active attempts to influence team members to achieve goals effectively<br>• Foster an environment and culture for change, actively lead and champion change initiatives in the work unit<br>• Promote and recognize achievements of individuals and work teams by giving constructive feedback and incentives |
| Assessment Criteria | The integral outcome requirements of this UoC are:<br>• Under the context of a broad range of situations and professional work activities in the absence of complete or consistent data / information where R&D skills with creative responses are employed as the problem solving approach to complex management situations<br>• Achieving high degree of understanding and motivation among team members through employing a wide range of tactics (e.g. communications, change management, recognition, etc.) after analyzing the needs, preferred styles and personality of different employee |
| Remark | |