

Specification of Competency Standards for the Retail Banking

Unit of Competency

Other Core Generic Competences > 10.2 People Management and Talent Development

Title	Support subordinates in achieving their career aspiration
Code	107603L5
Range	Develop employee and help them ascend the career ladder. This applies to career development of employees of different ranks and job functions
Level	5
Credit	4
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Assign different team members to the right task Be able to: <ul style="list-style-type: none"> • Delegate tasks of different natures and scales to relevant team members in an relevant manner to generate a sense of ownership • Assign appropriate level of authority according to the roles and responsibilities of individual team members • Delegate work tasks to team members appropriately based on their ability, expertise and personal interest • Solicit feedback from team members about work assignment to preserve team spirit and create a cooperative climate 2. Arrange work schedule to complete the tasks Be able to: <ul style="list-style-type: none"> • Evaluate the urgency and importance of work and manage workload • Set appropriate priorities for team members 3. Monitor the work of team members Be able to: <ul style="list-style-type: none"> • Take suitable actions and monitor the implementation during the case of emergency • Monitor quality of work of subordinates and the team • Follow through tasks conscientiously to achieve quality results and meet the deadlines
Assessment Criteria	<p>The integral outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Provision of career development opportunities to subordinates. The opportunities should be based on the development needs of subordinates, the bank's resources and operations of the units
Remark	