

**Specification of Competency Standards**  
**for the Banking Industry**  
**Unit of Competency**

Functional Area - 11. Other Generic Competencies  
(Key Function – 11.1 Business Goal Management)

Title	Build alignment among different teams to work towards a unified goal
Code	109586L6
Range	Aligning 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. This applies to the context which is more related to a broad range of situations and professional work activities.
Level	6
Credit	4 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <p>Be able to:</p> <ul style="list-style-type: none"> <li>• Understand the content and impact of the unified goal to the business functions and also different teams;</li> <li>• Understand the importance of team unity and develop team managing plans with reference to the needs, preference and personality of fellow team members;</li> <li>• Comprehend the concepts and techniques of teamwork and cultivate shared understanding of the team goal among team members.</li> </ul> <p>2. Applications</p> <p>Be able to:</p> <ul style="list-style-type: none"> <li>• Set clear individual team goal with clear alignment to the unified team goal across different teams;</li> <li>• Communicate the unified goal to members to explain the rationale and benefits to inspire and get their buy-in;</li> <li>• Identify the differences and challenges of each team role &amp; responsibilities and help them understand their connection to each other;</li> <li>• Set priority for goals and resources based on their importance and availability and communicate specifically with responsible team members.</li> </ul> <p>3. Professional Behaviour and Attitude</p> <p>Be able to:</p> <ul style="list-style-type: none"> <li>• Act as a role model by demonstrating proper attitudes and behaviour to drive the work team to achieve high level of performance towards the unified goal;</li> <li>• Foster an environment and culture for regular and open communication and information sharing;</li> <li>• Provide regular update and feedback to promote and recognize the achievements for both individual team and unified team goals.</li> </ul>
Assessment Criteria	<p>The integral outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> <li>• Developing clear roles and responsibilities for each team with clear connection towards the unified goal;</li> <li>• Achieving high degree of understanding and motivation among team members to drive for achievement of unified goals.</li> </ul>
Remark	