

Specification of Competency Standards
for the Fashion Industry
Unit of Competency

Functional Area - Quality System & Sustainability

Title	Facilitate breakthrough improvements
Code	108237L6
Description	Facilitate breakthrough improvements in a fashion business. This applies to individuals who are required to work in team to introduce, review and institutionalise radical changes to deliver a significant level of improvement in the operation of a fashion business.
Level	6
Credit	4
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the subject area</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> • understand the basic tenets of business reengineering • critically evaluate the key factors for radical change management • eliminate waste and improve value-addition for customers • gain support in process redesigns and forestall potential resistance <p>2. Application and process</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> • build teams for change initiatives • establish vision and goals for intensive change initiatives (e.g. significant reduction of downtime) • analyse process flowchart and brainstorm to identify ways to redesign current business processes • specify key performance indicators (KPIs) for new process designs • devise communication strategy for team members and other stakeholders • monitor changes and overcome unforeseen barriers • evaluate outcomes of change initiatives (e.g. intended versus unintended consequences) • establish mechanisms (e.g. reward system, training) to sustain the new processes <p>3. Exhibit professionalism</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> • establish a sense of urgency • think outside the box and apply both creative and analytic thinking skills
Assessment Criteria	<p>The integrated outcome requirements of this UoC are the abilities to accomplish:</p> <ul style="list-style-type: none"> • Facilitation of breakthrough improvements with team members in a fashion business that involve both creative and analytic thinking for process redesign as well as systematic planning, implementation, review and institutionalisation of breakthrough improvement initiatives.
Remark	