

Specification of Competency Standards
for the Fashion Industry
Unit of Competency

Functional Area - Personnel Management

Title	Build alignment among different team members to work towards a unified goal
Code	108268L5
Description	Build alignment among different team members to accomplish task assignments. This applies to individuals who are required to align team members to work on the same goal in a fashion business.
Level	5
Credit	2
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 importance of building alignment among team members (e.g. cross-functional team) in the fashion industry • evaluate the key elements for fostering team consensus (e.g. a common goal) • cultivate a sense of common purpose and team cohesion <p>2. Application and process</p> <p style="padding-left: 40px;">Be able to</p> <ul style="list-style-type: none"> • set goals which are aligned with organisational strategies • develop team managing plans with reference to the needs, preferences and personalities of fellow team members • cultivate shared understanding of the team goal among team members • articulate the vision, mission, values, directions, plans and strategies, etc. • act as a role model by demonstrating proper attitudes and behaviour to encourage the work team to achieve higher performance • set priority for goals and resources based on their importance and availability and communicate specifically with responsible team members • make active attempts to influence team members to achieve goals effectively • foster an environment and culture for change, actively lead and champion change initiatives in the work unit • promote and recognise achievements of individuals and work teams by giving constructive feedback and incentives <p>3. Exhibit professionalism</p> <p style="padding-left: 40px;">Be able to:</p> <ul style="list-style-type: none"> • demonstrate patience and make a decision at a point where there is general agreement
Assessment Criteria	<p>The integrated outcome requirements of this UoC are the abilities to accomplish:</p> <ul style="list-style-type: none"> • Aligning team members to work on the same goal and accomplish task assignments in a fashion business.
Remark	Modified from the UoC of Specification of Competency Standards for the Banking Industry Retail Banking (Version 2 , UoC code : 107598L6)