Specification of Competency Standards for Human Resource Management
Unit of Competency

Title	Organise and execute ongoing programmes that demonstrate the linkage between organisational culture and core values
Code	106917L4
Range	Demonstrating the linkage between organisational culture and core values via ongoing programmes. This applies to the organisation and implementation of short-term and long-term programmes and projects to shape and sustain the organisational culture based on shared core values, with the involvement of all employees.
Level	4
Credit	5
Competency	Performance Requirements 1. Knowledge in the Subject Area • Understand the organisational culture and core values in order to develop and demonstrate the linkage through ongoing programmes • Understand characteristics and success factors of effective organisational and cultural change in the organisation 2. Applications and Processes • Communicate with major stakeholders about signs of changes in organisational culture • Demonstrate relevance of organisational culture and core values to major stakeholders • Organise and execute ongoing programmes to sustain and enhance organisational culture and core values 3. Professional Behaviour and Attitude • Arrange next level's projects or programmes to proactively sustain linkage between organisational culture and core values (e.g. incorporate organisation culture and value into performance management process) • Monitor the level of adoption of core values in the organisation (e.g. the extent that the people within the organisation demonstrate the core values in their day-to-day interactions)
Assessment Criteria	The integrated outcome requirements of this UoC are: • Implementation of a variety of ongoing programmes and projects to sustain and enhance organisational culture and core values. • Engagement with major stakeholders for multiple sources of input and ownership throughout the implementation process.
Remark	