

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Align the organisation's vision, mission, core values (VMV) and behavioural expectations
Code	106918L6
Range	Closing the identified gaps between VMV and behavioural expectations. This applies to the development of improvement plan to align between the organisation's VMV and behavioural expectations; in addition to identify and address barriers that prohibit VMV or culturally desired behaviour from happening, with the involvement of major stakeholders.
Level	6
Credit	5
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Knowledge in the Subject Area <ul style="list-style-type: none"> • Understand the market and industry in which the business operates and how they impact the development of the organisation's VMV • Understand new behavioural expectations which will contribute to the new strategy, direction or transformation of the organisation 2. Applications and Processes <ul style="list-style-type: none"> • Evaluate the receptiveness of the existing VMV through appropriate channels (e.g. focus group, employee survey) • Nurture employees to express views and share observations on behaviour that are against the organisation's VMV • Educate employees the importance of VMV and behavioural expectations to organisational performance and development • Develop effective communication and feedback processes to facilitate periodic review of VMV alignment with behavioural expectations • Develop specific and measurable improvement plan to close the gap between VMV and behavioural expectations 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Evaluate measurement / incentive systems to recognise appropriate behaviour effectively • Set milestone and schedule to evaluate the process of managing organisational culture and core values in a timely and disciplined manner
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of specific and measurable improvement plan to close the gap between VMV and behavioural expectations. • Identification of appropriate tools to evaluate the alignment of VMV and behavioural expectations. • Establishment of communication and feedback processes for educating employees the importance of VMV and behavioural expectations to organisational performance and development.
Remark	