Specification of Competency Standards for Human Resource Management
Unit of Competency

Title	Design change objectives and management plans
Code	106923L6
Range	Designing change objectives and management plans to achieve the transformation and improvement needs of the organisation. This applies to the design and alignment of change objectives and management plans that fit the readiness or conditions of the organisation, with the involvement of senior management.
Level	6
Credit	6
Competency	Performance Requirements 1. Knowledge in the Subject Area • Understand strategic change planning process in order to develop change objectives and management plans for the organisation • Understand the expectations and needs of stakeholders based on environmental assessment • Understand different change methodologies and systems to implement change 2. Applications and Processes • Build senior management's ownership of change by creating the sense of urgency and emphasising business implications if status quo is kept • Determine a change process that is most appropriate and applicable in the organisation • Conduct situational analysis to outline current and desirable state in terms of organisational structure, workforce level, jobs, competencies, work systems and processes • Engage senior management to determine priority, scope and objectives of changes • Design change objectives and envisage a clear change direction • Design change management plans based on business needs and the priority of change initiatives • Engage senior management to determine the transformed or new organisation in relation to organisational culture, jobs and competencies required in new business environment 3. Professional Behaviour and Attitude • Evaluate data related to the impact of change in a timely and accurate manner as an integrated part of change management plan
Assessment Criteria	The integrated outcome requirements of this UoC are: • Establishment of clear and specific change objectives and change management plans in accordance with thorough situational analysis and organisational readiness. • Engagement with senior management in the establishment of change objectives and management plans. • Establishment of process for effective implementation of change.
Remark	