

Specification of Competency Standards for Human Resource Management

Unit of Competency

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| Title | Identify change champions to implement change |
| Code | 106925L5 |
| Range | Identifying influential change champions to advocate change of the organisation. This applies to the identification of change champions from different stakeholder groups as well as the delivery of carefully planned projects and programmes for new working practices. |
| Level | 5 |
| 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 what are necessary in identifying appropriate change champions • Understand the role and responsibilities of change champions for change implementation • Understand the stakeholder category (e.g. advocate, supporter, neutral, adversarial) for identifying appropriate change champions 2. Applications and Processes <ul style="list-style-type: none"> • Identify appropriate individuals from different levels of organisation to be change champions • Conduct an official opening / kick-off session for change champions before launching a change initiative • Involve change champions at the initial stage of change process to drive change and build ownership of the change process • Plan and implement change initiatives with change champions • Develop a strong network among change champions to facilitate effective communication and support 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Develop performance assessment mechanism to proactively assess effectiveness of change champions in carrying out their mission and assignment • Motivate managers to drive team's continuous performance as a result of implementing change, in an open and collaborative manner |
| Assessment Criteria | <p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Identification of change champions appropriate for the planned changes. • Engagement with major stakeholders for multiple sources of input and ownership throughout the identification process. • Establishment of communication network among change champions to support their role and responsibilities throughout the change journey. |
| Remark | |