

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Design leadership competencies and intervention tools
Code	107002L6
Range	Designing an organisation's specific leadership competency framework and proper intervention tools. This applies to the development of a well-structured leadership competency framework for the organisation by determining the scope of comprehensive leadership development and unified methods of assessing, selecting and developing target individuals.
Level	6
Credit	6
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> • Understand critical success factors for leadership development (e.g. support of senior management, challenging work assignments) • Understand the organisation's business environment as well as its impact on the requirement of leadership competencies • Understand different types of leadership development interventions (e.g. instructor-led and experiential activities) for selection of intervention tools <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Determine effective leadership and leadership capabilities in alignment with the organisation's culture, vision and business strategy • Design competency framework for the leadership roles • Introduce and design intervention tools available internally or in the market, assess their effectiveness and prepare budget for the selected development intervention tools <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Benchmark best practice on leadership development in the market • Engage senior management to align expectations on leadership and management development
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of a well-structured leadership competency framework for the organisation. • Execution of selection and / or development of intervention tools in accordance with the well-structured leadership competency framework and readiness of the organisation.
Remark	