

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Coach managers in delivery of equal opportunities and diversity practices
Code	107100L5
Range	Providing coaching or relevant support to managers for delivery of equal opportunities and diversity practices. This applies to the provision of coaching or relevant support for enabling managers to foster a culture of diversity and inclusion at departmental level, and creating a work environment for promoting equal opportunities and diversity throughout the employee life cycle.
Level	5
Credit	6
Competency	<p>Performance Requirements</p> <p>1. Knowledge in the Subject Area</p> <ul style="list-style-type: none"> • Understand the roles and responsibilities of managers in delivering and monitoring equal opportunities and diversity practices in the organisation • Understand the strengths and weaknesses of different coaching styles in order to maximise coaching effectiveness in different situations <p>2. Applications and Processes</p> <ul style="list-style-type: none"> • Promote a culture of diversity and inclusion at departmental level through support from managers • Educate managers on the rationale and benefits in enhancing equal opportunities and diversity in the organisation • Coach managers their roles and responsibilities in promoting equal opportunities and diversity in the organisation • Provide support or advice to managers when they encounter difficulties or require clarification about the related policies and procedures <p>3. Professional Behaviour and Attitude</p> <ul style="list-style-type: none"> • Develop feedback mechanism for managers to share and raise concerns in delivery of equal opportunities and diversity practices • Communicate with managers the latest development of diversity and inclusion, including employment related ordinances and statutory regulations in respective operating markets and jurisdictions
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Provision of coaching and / or recommendations to managers in managing equal opportunities and diversity in the organisation. • Provision of support or advice to keep managers updated of the latest development of diversity and inclusion.
Remark	