

**Information and Communications Technology Industry Training Advisory Committee  
Software Products and Software Services (SW) branch  
Unit of Competencies**

1. Title	Lead and motivate a team
2. Code	ITSWG604A
3. Range	Lead and motivate a team in the context of managing and leading an organisation [Generic Skills – Management and Leadership – Personal Attribute]
4. Level	6
5. Credit	6
6. Competency	<p><u>Performance Requirement</u></p> <p>6.1 Have knowledge of the theories and techniques of leading and motivating a team</p> <p>Be able to</p> <ul style="list-style-type: none"> <li>▪ understand the specific and unique needs of a team</li> <li>▪ understand the various theories and techniques available for leading and motivating a team</li> </ul> <p>6.2 Apply suitable skills in leading and motivating a team</p> <p>Be able to</p> <ul style="list-style-type: none"> <li>▪ analyse and diagnose the specific and unique needs of a team, referencing appropriate theories and/or methodologies</li> <li>▪ reference suitable sources to assist in the analysis and diagnosis</li> <li>▪ steer and align team efforts with organisational objectives</li> <li>▪ motivate team members to share knowledge and experience</li> </ul> <p>6.3 Lead and motivate a team with a high degree of expertise and professionalism</p> <p>Be able to</p> <ul style="list-style-type: none"> <li>▪ gain the respect and trust of the team members</li> <li>▪ adjust leadership and motivational skills to cater to the different situations</li> <li>▪ encourage full participation in meeting social responsibilities as well as quality performance</li> <li>▪ lead the team to achieve results to the best of its capabilities and potentials</li> </ul>
7. Assessment Criteria	The integrated outcome requirements of this UoCs are the abilities to: (i) demonstrate effective leadership in a team situation; (ii) motivate the team to a high spirit towards achieving certain goals; and (iii) lead a team to achieve excellent results that are aligned with organizational objectives.
Remark	