

Specification of Competency Standards
for the Jewellery Industry
Unit of Competency

Functional Area - Operational Management

Title	Formulate development strategies for the organization
Code	108866L6
Range	This unit of competency is applicable to practitioners responsible for formulating strategies in the work related to operational management in the jewellery industry. Practitioners should be capable of making critical analysis and assessment, and applying analysis and innovative skills. Practitioners should also be able to fully master the development trend of the industry, and formulate the development direction and feasible development strategies for the organization in accordance with the established vision and mission, and business strategies and plans of the organization.
Level	6
Credit	9
Competency	<p>Performance Requirements</p> <p>1. Understand the environment of the society/industry and the strength of the organization</p> <ul style="list-style-type: none"> • Know about the environment of the society and the industry, including: <ul style="list-style-type: none"> ○ The development trend of the society and the jewellery industry ○ The impact of relevant international plans, especially the ordinances related to the World Trade Organization (WTO) and the State Environmental Protection Administration (SEPA), on the industry ○ Master the socioeconomic information • Know about the production, trade, and types and values of the sources of goods of products related to jewellery in different regions • Know about the status of competitors, including the products/services provided, their levels and the market share • Know about the politics, economy and culture of the sales territories of the jewellery • Know about the strategies and strength of the organization, including: <ul style="list-style-type: none"> ○ The importance of developing and implementing strategies to achieve the objectives of the organization ○ The structure and culture of the organization ○ Know about the product characteristics and sales targets of the organization, and the advantages of the organization in manufacturing technology and operational management ○ Use internal questionnaires and compare with the benchmark level of the industry to analyze the strength of the organization's management system and operational model, including: <ul style="list-style-type: none"> ▪ Operational management ▪ Occupational safety, health and environmental management ▪ Quality management ▪ Human resources management ▪ Financial management ▪ Product development management ▪ Risk management • Know about the regulations and restrictions imposed by the law and the regulatory bodies on the jewellery industry • Know about the resources needed to implement the development strategies of the organization <p>2. Formulate development strategies for the organization</p>

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	<ul style="list-style-type: none"> • Accurately define the actual objectives, corporate mission, vision and core values to be achieved in the development of the strategies for the organization • Acquire support from the decision-makers of the organization's management to develop the relevant strategies • Accurately calculate the financial resources, human resources and other resources that can be used to develop the strategies of the organization • After careful consideration, employ creative techniques to formulate the development strategies for the organization, with the following factors fully considered during the process: <ul style="list-style-type: none"> ○ Assess the future trends in a forward-looking manner ○ Review the existing operational management development system to cope with changes in the organization's comprehensive policy ○ Analyze the strengths, weaknesses, opportunities and threats of the organization ○ Formulate the long-term, medium-term and short-term corporate development strategies ○ Manage the policy set by senior management ○ Similar strategies of other competition organizations ○ Expectations of the society and customers for the organization ○ Analyze the funds and other resources required for each strategy ○ Assess and quantify the results brought by the strategies ○ Assess the impact of implementing the relevant strategies ○ Devise strategic assessment and control mechanisms <p>3. Professionalism</p> <ul style="list-style-type: none"> • Ensure that the development strategies formulated by the organization can meet the latest development • Ensure strict compliance with relevant local laws and restrictions during the strategy formulating process • Ensure that strategies formulated can prevent any abuse or corrupt practices such as abusing/misappropriating the assets of the organization and theft
Assessment Criteria	<p>The integrated outcome requirement of this unit of competency is:</p> <ul style="list-style-type: none"> • Able to analyze thoroughly and integrate different kinds of information, including the environment of the society/industry and the strength of the enterprise/organization, so as to compile a report on the topic of "Formulate development direction and strategy for the jewellery organization".
Remark	