

Specification of Competency Standards
for the Jewellery Industry
Unit of Competency

Functional Area - Operational Management

Title	Effect innovative management
Code	108869L6
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, innovative and leadership skills. They should also be capable of effecting innovative management when performing management duties, enabling the organization to develop innovative corporate thinking to break through the habitual practice and current limitations, making significant and innovative contribution to the organization.
Level	6
Credit	9
Competency	<p>Performance Requirements</p> <p>1. Know about innovative management</p> <ul style="list-style-type: none"> • Know about innovation, such as: <ul style="list-style-type: none"> ○ Creative and innovative ○ Cognition and judgment ○ Creative process ○ Improvement and innovation • Know about disruptive innovation, i.e. the process of developing new products or services to replace existing products or services • Know about incremental innovation, i.e. improving existing products or services in a series of small steps • Master the knowledge of innovative management, including: <ul style="list-style-type: none"> ○ Product innovation ○ Process innovation ○ System innovation • Know about innovative methods, standards and work, such as: <ul style="list-style-type: none"> ○ "Theory of Inventive Problem Solving" ○ DB44 (GDP, Local Standard of Guangdong Province) • Effect innovative management for the enterprise from a professional perspective and give creative feedback • Establish an innovative management model suitable to the enterprise <p>2. Effect innovative management</p> <ul style="list-style-type: none"> • Identify areas where innovation can be strengthened, such as: <ul style="list-style-type: none"> ○ Technological innovation ○ Process innovation ○ Business model innovation ○ Product Innovation ○ Service innovation • Form creative teams, such as: <ul style="list-style-type: none"> ○ Creative listening ○ Creative coaching ○ Creative leadership • Lead the organization to effect innovative management through a comprehensive understanding of the jewellery industry and the ability to look ahead <ul style="list-style-type: none"> ○ Form creative teams, such as: <ul style="list-style-type: none"> ▪ Creative listening

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	<ul style="list-style-type: none"> ▪ Creative coaching ▪ Creative leadership ○ Encourage the development of innovative products by discovering, recruiting and rewarding creative employees ○ Develop innovative decision-making and support to cultivate an innovative culture • Employ innovative reasoning and analytical skills to solve current and future challenges • Analyze the macroscopic environment and predict the long-term development trend to establish innovative jewellery development strategies • Develop the vision for the direction of the innovative strategies and lead everyone of the organization to move forward <p>3. Professionalism</p> <ul style="list-style-type: none"> • Ensure the innovative strategies of the organization can cope with the latest development trend • Comply with local laws to protect the rights and benefits of the organization
Assessment Criteria	<p>The integrated outcome requirement of this unit of competency is:</p> <ul style="list-style-type: none"> • Able to master the management theory and lead the organization to effect innovative management through a comprehensive understanding of the jewellery industry and the ability to look ahead; stimulate creativity at individual and team level, and convert it into applicable ideas, so as to effectively implement innovative management, bringing about innovative reforms and future development to the organization.
Remark	