

Specification of Competency Standards
for the Retail Industry
Unit of Competency

Functional Area - Human Resources Management

Title	Apply method to improve team execution capacity.
Code	107273L5
Description	Execution is an integration of the three main processes in corporate including personnel, strategy and operation of plan. Transform the corporate strategy into the systematic method of corporate operation practice could improve team execution capacity and the corporate development.
Level	5
Credit	6 (For Reference Only)
Competency	<p>Performance Requirements</p> <p>1. Understand the concept of execution</p> <ul style="list-style-type: none"> • Understand the importance of improving team execution for corporate development • Macro aspects - the corporate to develop the strategy, long-term planning, long-term goals cannot be implemented • Micro-level - each department or individual can take the initiative and achieve the target on time which would turn into value-added results <p>2. Apply methods to improve team execution capacity</p> <ul style="list-style-type: none"> • Establish a good communication channel to collect comments and response • Coordinate internal resources and effectively solve the problem • Develop supervision and incentive system based on the work target • Enable employees to understand their work objectives • Establish effective execution training to improve staff ability and willingness to work • Establish a moderately stressful working environment which will help improving the executive capacity of the staff • Enhance staff responsibility and work motivation • Allow employees to actively participate in making reasonable recommendations and understand the corporate vision and strategy <p>3. Exhibit professionalism</p> <ul style="list-style-type: none"> • Ensure long-term stability of enterprises in managing the team executive capacity. • Maintain a proper balance between the corporate and the overall interests of employees.
Assessment Criteria	<p>The integrated outcome requirement of this UoC is the ability to:</p> <ul style="list-style-type: none"> • Recognize the concept and value of execution capacity • Understand the importance of improving team execution capacity. • Improve the team execution capacity.
Remark	