

Specification of Competency Standards
for the Retail Industry
Unit of Competency

Functional Area - Human Resource Management & Development

Title	Apply methods to improve team execution capacity
Code	111387L5
Range	This unit of competency (UoC) is applicable to staff responsible for human resources management in the retail industry. Practitioners have the ability to improve team execution capacity through 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 - whether the formulated strategy, visionary planning, long-term goals can be implemented • Micro-level - whether 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 communication channels to collect comments and responses • Coordinate internal resources and effectively solve the problem • Enable managers to 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 requirements of this UoC are the abilities to:</p> <ul style="list-style-type: none"> • Recognise the concept and value of execution capacity; • Understand the importance of improving team execution capacity; and • Improve the team execution capacity.
Remark	This UoC is adopted from 107273L5. The UoC title is revised.