

Specification of Competency Standards of the Watch & Clock Industry

Unit of Competency

Functional Area: Operational Management

Title	Develop Innovative Thinking
Code	104905L7
Range	This unit of competency (UoC) is applicable in timepiece companies. It covers the abilities to lead the organization to effect innovative management under complicated situations, enabling the organization to develop innovative corporate thinking to breakthrough habitual practice and current limitations, making significant and innovative contribution to the organization.
Level	7
Credit	9 (for reference only)
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Know about innovative management <ul style="list-style-type: none"> • Master the knowledge of innovative management <ul style="list-style-type: none"> • Product innovation • Process innovation • System innovation • Effect innovative management for the organization from professional perspective and give creative feedback • Establish innovative management model suitable for the organization 2. Develop innovative thinking <ul style="list-style-type: none"> • Develop innovative thinking, enabling the organization to breakthrough habitual practice and current limitations, thus bringing innovative reforms to the organization <ul style="list-style-type: none"> • Creation and innovation • Cognition and judgement • Creative process • Improvement and innovation • Form creative teams, e.g.: <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 watch and clock industry and the ability to look ahead <ul style="list-style-type: none"> • Cultivate innovative culture • Discover, recruit and reward creative employees • Develop innovative products • Develop innovative decision-making and support 3. Exhibit professionalism <ul style="list-style-type: none"> • Ensure that the policies of the organization cater the latest development trend
Assessment Criteria	<p>The integrated outcome requirement of this UoC the ability to:</p> <ul style="list-style-type: none"> • Understand management theory and lead the organization to effect innovative management; to stimulate creativity in individual and team level, so as to implement innovative management, bring about innovative reforms and future development to the organization.
Remark	