Unit Title: **Understand how to manage a team**

Sector unit number	LM1a
Level:	4
Credit value:	3
Guided learning hours:	20
Unit expiry date:	D/602/3170

Unit purpose and aim

The purpose of this unit is to assess the learner's knowledge and understanding necessary to support and enable team development.

Learning Outcomes	Assessment Criteria	Exemplification
The Learner will:	**The Learner can:**	
1 Understand the attributes of effective team performance	1.1 Define the key features of effective team performance	**Models** may include: • Team development activities • Induction into a new team
	1.2 Compare the **models** used to link individual roles and development with team performance	
2 Know how to support team development	2.1 Analyse the stages of team development	
	2.2 Identify barriers to success and how these can be overcome	
	2.3 Analyse the effect group norms may have on team development	
	2.4 Differentiate between beneficial conflict and destructive conflict in teams	
	2.5 Evaluate methods of dealing with conflict within a team	
	2.6 Compare methods of	

Learning Outcomes	Assessment Criteria	Exemplification
	developing and establishing trust and accountability within a team	
3 Know how to promote shared purpose within a team	3.1 Evaluate ways of promoting a shared vision within a team 3.2 Review **approaches** that encourage sharing of skills and knowledge between team members	**Approaches** may include groups such as quality circles
4 Know how to promote a 'no-blame culture' within a team	4.1 Define the meaning of a 'no blame' culture' 4.2 Evaluate the benefits of a 'no blame culture' 4.3 Describe how systems and processes can be used to support a no blame culture 4.4 Describe strategies for managing risks associated with a no blame culture	
5 Understand different styles of leadership and management	5.1 Compare different styles of leadership and management 5.2 Reflect on adjustments to own leadership and management style that may be required in different circumstances	

Assessment

This unit needs to be assessed in line with the Skills for Care and Development QCF Assessment principles.

Assessment decisions for competence based learning outcomes (eg those beginning with 'Be able to') must be made in a real work environment by an occupationally competent assessor. Any knowledge evidence integral to these learning outcomes may be generated outside of the work environment but the final assessment decision must be within the real work environment.

This unit is competence based. This means that it is linked to the candidate's ability to competently perform a range of tasks connected with their work. This unit may be assessed using any method, or combination of methods, which clearly demonstrates that the learning outcomes and assessment criteria have been met. This unit requires workplace assessment of occupational competence.

Competence based assessment must include direct observation as the main source of evidence.

Guidance on assessment and evidence requirements

OCR does not stipulate the mode of delivery for the teaching of the content of this unit. Centres are free to deliver this unit using any mode of delivery that meets the needs of their candidates. Centres should consider the candidates' complete learning experience when designing learning programmes.

Details of relationship between the unit and national occupational standards

This unit has been developed by Skills for Care and Development in Partnership with Awarding Organisations. It provides a key progression route between education and employment (or further study/training leading to employment). It is directly relevant to the needs of employers and relates to national occupational standards developed by Skills for Care and Development.

As such, the unit may provide evidence for the following national occupational standards in the children and young people's workforce developed by Skills for Care and Development.

Additional information

For further information regarding administration for this qualification, please refer to the OCR document '*Administrative Guide for Vocational Qualifications' (A850).*

The *OCR Children and Young People's Workforce Centre Handbook* contains important information for anyone delivering, working towards or involved with the Children and Young People's Workforce qualifications, of which this unit forms a part. This can be downloaded from OCR's website www.ocr.org.uk.

This unit is a shared unit. It is located within the subject/sector classification system 01 Health, Public Services and Care and 01.5 Child Development and Well Being.