



Oxford Cambridge and RSA

Unit Title:	Provide leadership and direction for own area of responsibility
OCR Unit No:	49
Sector Unit No:	MSC B6
Level:	4
Credit value:	5
Guided learning hours:	30
Accreditation number:	T/600/9601

## Unit purpose and aim

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This unit aims to provide the candidate with the ability to recognise and own strengths within own area of responsibility and to use these provide leadership to the team in achieving required goals. The candidate will also gather appropriate feedback from team members which, together with own reflection on leadership of the team, will lead to enhancement in the performance of the team and the individual.

<b>Learning Outcomes</b> The learner will:	<b>Assessment Criteria</b> The learner can:	<b>Exemplification</b>
1 Be able to lead in own area of responsibility.	1.1 Identify own strengths and ability to lead in a leadership role. 1.2 Evaluate strengths within own area of responsibility.	Centres must ensure that all assessment criteria are met.  This may include: <ul style="list-style-type: none"><li>• the leadership qualities required for their particular area of responsibility</li><li>• an appropriate tool to analyse the strengths and areas for improvement in their own leadership style.</li><li>• How to use identified tool to record and analyse own strengths and areas for improvement in leading own area of responsibility</li></ul>
2 Be able to provide direction and set objectives in own area of responsibility	2.1 Outline direction for own area of responsibility. 2.2 Implement objectives with colleagues that align with those of the	This may include : <ul style="list-style-type: none"><li>• The goals for own area of responsibility which support the organisational goals and objectives.</li></ul>

	organisation.	<ul style="list-style-type: none"> <li>• How to use the SMART approach to identify objectives which will deliver the organisational requirements.</li> <li>• How to present the objectives and associated plans to colleagues in order to ensure their support during implementation.</li> </ul>
3 Be able to communicate the direction for own area of responsibility and collect feedback to inform improvement.	<p>3.1 Communicate the agreed direction to individuals within own area of responsibility.</p> <p>3.2 Collect feedback to inform improvement.</p>	<p>This may include :</p> <ul style="list-style-type: none"> <li>• How to create and execute the final plan.</li> <li>• The actual achievements against the key performance indicators identified.</li> <li>• How to use feedback from individuals on progress to further refine the plan to ensure that organisational goals are met.</li> </ul>
4 Be able to assess own leadership performance.	<p>4.1 Assess feedback on own leadership performance.</p> <p>4.2 Evaluate own leadership performance.</p>	<p>This may include :</p> <ul style="list-style-type: none"> <li>• How to collect feedback from a range of individuals, for example, 360 appraisals.</li> <li>• The possible difficulties which may arise in achieving objectives in own area of responsibility.</li> <li>• What should be considered when reflecting on own leadership performance in delivering the objectives of area of responsibility</li> </ul>

## Assessment

This unit needs to be assessed in line with the Training and Development Agency (TDA) 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

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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

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Management and Leadership NOS unit B6, Provide leadership in your area of responsibility.

## Functional skills signposting

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This section indicates where candidates may have an opportunity to develop their functional skills.

Functional Skills Standards					
English		Mathematics		ICT	
Speaking and Listening	✓	Representing		Use ICT systems	✓
Reading	✓	Analysing		Find and select information	✓
Writing	✓	Interpreting		Develop, present and communicate information	✓

## Additional information

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