

Appendix 1: Unit Descriptors

Unit 702: Manage Team Performance to Support Strategy

Unit code: Y/506/9067

RQF level: 7

Aim

The unit will explore how team performance can be evaluated and optimised to realise strategic objectives.

Learning Outcomes and Assessment Criteria

Learning Outcomes	Assessment Criteria
1. Be able to set performance targets for teams to meet strategic objectives	1.1 Critically assess the links between team performance and strategic objectives
	1.2 Critically evaluate tools and techniques available to set team performance targets
	1.3 Critically evaluate the value of team performance tools to measure future team performance
2. Be able to agree team performance targets to contribute to meeting strategic objectives	2.1 Analyse how to determine required performance targets within teams against current performance
	2.2 Address the need for individual commitment to team performance in achievement of strategic objectives
	2.3 Critically evaluate the application of delegation, mentoring and coaching to the achievement of the strategic objectives
	2.4 Critically evaluate a team performance plan to meet strategic objectives
3. Be able to monitor actions and activities defined to improve team performance	3.1 Identify tools and methodologies to assess the process for monitoring team performance and initiate changes where necessary
	3.2 Evaluate team performance against agreed objectives of the plan and address problematic performances
	3.3 Critically evaluate the impact of the team performance in contributing to meeting strategy
4. Be able to apply influencing skills to respond to the dynamics and politics of personal interactions	4.1 Determine influencing methodologies that can gain the commitment of individuals to strategy
	4.2 Critically discuss the impact of individual dynamics, interests and organisational politics on securing the commitment of individuals to strategy