

L6 2**Lead people to enable achievement of individual and/or organisational goals in a professional and ethical manner**

Kaupae Level	6
Whiwhinga Credit	15
Whāinga Purpose	<p>This skill standard is intended for people who work or intend to work in strategic leadership positions.</p> <p>This skill standard will provide learners with the knowledge and skills to lead people to enable them to achieve individual and/or organisational goals to support the organisation's performance.</p> <p>This skill standard can be used in can be used in programmes leading to the New Zealand Certificate in Strategic Leadership (Level 6) [Ref: 5355] or other leadership credentials.</p>

Hua o te ako me Paearu aromatawai | Learning outcomes and assessment criteria

Hua o te ako Learning outcomes	Paearu aromatawai Assessment criteria
1. Research leadership theories to lead people in achieving strategic individual and organisational goals.	a. Research credible reference theories that apply to leadership of achievement towards meeting a strategic individual and/or organisational goals.
2. Apply leadership theory to an activity that supports strategic individual and/or organisational goals in a professional and ethical manner.	a. Apply theory to lead people in an activity that supports strategic individual and/or organisational goals in a professional and ethical manner.
3. Evaluate the leadership theory and its achievement of the strategic individual and/or organisational goals.	a. Evaluate the effectiveness of the leadership theory used in terms of how well it supported the achievement of goals.

Pārongo aromatawai me te taumata paearu | Assessment information and grade criteria*Assessment specifications:*

Activity must relate to leadership, may be a short term or long term, or repeated activity. It could be leading an individual or group, community, or project, and may include thought-leadership, leading an idea or kaupapa.

Evidence of assessment must reflect where applicable, any workplace policies and procedures such as standard operating procedures, safety procedures, equipment operating procedures, codes of practice, quality management practices and standards, procedures to comply with legislative and local body requirements.

Credible referenced theories must be used in the assessment of this skill standard. They may be Māori frameworks and principles, leadership models.

Assessment materials should allow for learner, regional, cultural, or community contexts. For example, a learner may wish to be assessed in a context that includes te ao Māori perspectives such as mātauranga, and tikanga specific to them.

The task or activity may relate to Te Tiriti o Waitangi. For guidance on Te Tiriti o Waitangi, please see [programme guidance documents](#).

Definitions

Assessment materials refer to the assessment activities, judgement statements, learner evidence, model answers, and any other material that supports assessment to this standard.

An *organisation* can be an entity, commercial or other enterprise, not necessarily for profit, a community organisation, and can be a discretely managed business unit within a larger organisation.

Ngā momo whiwhinga | Grades available

Achieved

Ihirangi waitohu | Indicative content

Leadership theories

- Goal-setting frameworks such as self-determination theory, transformational leadership, Path-Goal theory
- te ao Māori framework
- scenarios
- Māori principles
- Pacific principles
- values driven framework.

Strategic individual and/or organisational goals

- areas related to growth
- personal development plan
- upskilling
- productivity
- values driven goals
- economic
- workplace culture
- wellbeing.

Professional and ethical leadership practice

- ethical business practice
- standards
- behaviour
- tikanga
- inclusivity
- organisational codes of conduct
- values
- Te Tiriti o Waitangi.

Rauemi | Resources

- Groundwork.org.nz - [Te Tiriti articles in practice](#)

- Te Ara – [Principles of The Treaty of Waitangi](#)

Pārongo Whakaū Kouna | Quality assurance information

Ngā rōpū whakatau-paerewa Standard Setting Body	Ringa Hora Services Workforce Development Council
Whakaritenga Rārangi Paetae Aromatawai DASS classification	Business> Business Operations and Development > Organisational Direction and Strategy
Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te Whakaōritenga CMR	0112

Hātepe Process	Putanga Version	Rā whakaputa Review Date	Rā whakamutunga mō te aromatawai Last date for assessment
Rēhitatanga Registration	1	[dd mm yyyy]	[dd mm yyyy]
Arotakenga Review	<type here>	[dd mm yyyy]	[dd mm yyyy]
Kōrero whakakapinga Replacement information	N/A		
Rā arotake Planned review date	[dd mm 2030]		

Please contact <SSB> at <email address> to suggest changes to the content of this skill standard.