	Unit ID 1909
Domain	**RETAIL BUYER**
Title:	**Apply leadership skills to achieve objectives**
Level: 5	**Credits: 8**

Purpose

This unit standard is intended for those who apply leadership skills to achieve objectives. People credited with this unit standard are able to explain the role of a team leader in an organisation, obtain commitment from team in achieving objectives, and implement, monitor and evaluate performance against team objectives and organisational standards.

This unit standard is intended for people who carry out work in a wholesale and retail industry

Special Notes

1. This unit standard is to be assessed in the context of purchasing in the wholesale and retail sector, and should be assessed in conjunction with other retail buying related unit standards.

2. To demonstrate competence, at a minimum, evidence is required of the display of understanding of leadership and how to lead teams effectively within the organisation.

3. Assessment evidence may be collected from a real workplace or simulated workplace in which wholesale or retail activities are carried out.

4. Performance of all elements in this unit standard must comply with all relevant workplace requirements.

5. Regulations and legislation relevant to this unit standard include the following:
   - Labour Act, No. 11 of 2007.
   - Occupational Health and Safety Regulations relating schedule 1(1) Act 11 of 2007, Regulation No 156, 92).

Quality Assurance Requirements

This unit standard and others within this subfield may be awarded by institutions which meet the accreditation requirements set by the Namibia Qualifications Authority and the Namibia Training Authority and which comply with the national assessment and moderation requirements. Details of specific accreditation requirements and the national assessment arrangements are available from the Namibia Qualifications Authority and the Namibia Training Authority on www.nta.com.na.

Elements and Performance Criteria

Element 1: Explain the role of a team leader in an organisation

Performance Criteria

1.1 Role of a team leader in an organisation is explained with reference to their job description.

1.2 Responsibilities of a team leader are explained within the context of a work environment.

1.3 Concepts of authority, responsibility and accountability are explained with reference to the team leader's own position in an organisation.

1.4 Impact of various stages of team formation and their impact on functioning of the team are identified.

Element 2: Obtain commitment from team in achieving objectives

Range:

- Commitment could be formal in writing such as performance contracts or informal and verbally during production or other meetings.

Performance Criteria

2.1 Tasks, performance plans, targets and standards are discussed and agreed in line organisational requirements.

2.2 Tasks, performance plans, targets and standards are discussed and agreed in line with team member roles and abilities.

2.3 Time allocations for achieving individual and team objectives are agreed through a process of consultation.

2.4 Commitment from team members to assist the team to achieve strategic and organisational objectives is obtained.

Element 3: Implement, monitor and evaluate performance against team objectives and organisational standards

Performance Criteria

3.1 Agreed tasks are implemented in line with Standard Operating Procedures and team objectives.

3.2 Difficulties in achieving the objectives are anticipated through reflection and feedback.

3.3 Team outputs are monitored against agreed targets and time allocations.

3.4 Variances to required outputs are identified and action is taken where necessary.

Registration Data

Subfield:	Wholesale and Retail
Date first registered:	29 November 2018
Date this version registered:	29 November 2018
Anticipated review:	2023
Body responsible for review:	Namibia Training Authority