

Competence 4

The ability to implement effective management techniques in the workplace

This meets the requirements of IMCA

Candidate Name:		Date:	
Activity Number (1,2, or 3):			

Performance Criteria: all of these must be assessed over a minimum of 3 work activities

Type of Evidence: Observation (O), Work Product (P), Written (W), Questioning (Q), Not Covered (N/C) or Not Applicable (N/A)

Performance Criteria		Type of Evidence
a)	Demonstrates the ability to motivate personnel through effective communications and involving team members in decisions, and by delegation of work as appropriate	
b)	Demonstrates the ability to adapt leadership styles taking into account the tasks, as well as team and individual member needs	
c)	Demonstrates effective decision making for safety critical, technical and operational issues	
d)	Can recognise stress within the team and act to minimise the effects	
e)	Can recognise and manage conflict within the team	
f)	Monitors and evaluates activities to ensure resources are used effectively	
g)	Understands and appreciates different cultures in the workplace and appreciates how they can affect performance	

Witness name: (If applicable in assessment plan)		Date:	
Assessor name:		Date:	