

<b>UNIT CODE</b>	<b>PSPGEN057</b>
<b>UNIT TITLE</b>	<b>Develop and use political nous</b>
<b>APPLICATION</b>	<p>This unit describes the performance outcomes skills and knowledge required to develop and use political nous to navigate and succeed in the political environment of the public sector.</p> <p>This unit applies to those working in public sector roles but may be applied to anyone working in a similar organisational context. Those undertaking this unit would work independently, while performing complex tasks in a familiar context.</p> <p>The skills in this unit must be applied in accordance with Commonwealth and State or Territory legislation, Australian standards and industry codes of practice.</p> <p>No occupational licensing, certification or specific legislative or certificate requirements apply to this unit at the time of publication.</p>
<b>PREREQUISITE UNIT</b>	Nil
<b>COMPETENCY FIELD</b>	General
<b>UNIT SECTOR</b>	

<b>ELEMENTS</b>	<b>PERFORMANCE CRITERIA</b>
<i>Elements describe the essential outcomes</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Identify the political terrain.	1.1 Identify and consider stakeholder positions. 1.2 Analyse corporate politics to identify agendas and players. 1.3 Develop and utilise awareness of political agendas, both open and hidden. 1.4 Locate the current agenda in the wider context to appreciate the big picture and provide more than one perspective. 1.5 Identify and confirm the impact of the agenda on the work area.
2. Evaluate the political environment.	2.1 Source information from inside and outside the organisation and confirm its authenticity and reliability. 2.2 Analyse the political, social and economic environment and consider emerging trends and current and possible future goals of the organisation.

3. Form alliances.	3.1 Identify power structure and sources of power in the organisation. 3.2 Identify people prepared to trade mutual support and assess the benefits. 3.3 Weigh the risks and benefits of possible alliances. 3.4 Lobby interested groups and individuals to gain support and acceptance of ideas and courses of action. 3.5 Build influence with key policy makers, decision makers and influencers.
4. Bargain and negotiate to achieve outcomes.	4.1 Develop sound positions with supporting arguments. 4.2 Formulate responses to possible contradictory positions. 4.3 Negotiate and refine positions with feedback from the negotiation process. 4.4 Achieve consensus with others for one's position. 4.5 Implement outcomes.

FOUNDATION SKILLS	
<i>Foundation skills essential to performance in this unit, but not explicit in the performance criteria are listed here, along with a brief context statement.</i>	
SKILLS	DESCRIPTION
Oral communication skills to:	<ul style="list-style-type: none"> <li>use communication, influencing- and negotiation styles to suit different audiences and purposes.</li> </ul>
Initiative and enterprise skills to:	<ul style="list-style-type: none"> <li>Interact effectively in networks to facilitate own success and achievements.</li> </ul>
<b>UNIT MAPPING INFORMATION</b>	Release 1: Supersedes and is equivalent to PSPGEN057 Develop and use political nous.
<b>LINKS</b>	Companion Volume Implementation Guide

<b>TITLE</b>	<b>Assessment Requirements for PSPGEN057 Develop and use political nous</b>
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<b>PERFORMANCE EVIDENCE</b>	<p>Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and on at least one occasion:</p> <ul style="list-style-type: none"> <li>■ undertake research and analysis</li> <li>■ use communication strategies in dealing with others, including: <ul style="list-style-type: none"> <li>○ negotiating</li> <li>○ consulting</li> <li>○ influencing</li> <li>○ bargaining</li> <li>○ resolving conflict</li> <li>○ networking</li> </ul> </li> <li>■ apply risk management strategies.</li> </ul>
<b>KNOWLEDGE EVIDENCE</b>	<p>Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:</p> <ul style="list-style-type: none"> <li>■ organisational policies and procedures</li> <li>■ organisational and public sector power structures and sources of power</li> <li>■ macro view of agendas, positions, and power</li> <li>■ government directions and agendas.</li> </ul>
<b>ASSESSMENT CONDITIONS</b>	<p>Skills must be demonstrated in either a:</p> <ul style="list-style-type: none"> <li>■ workplace environment or</li> <li>■ simulated environment.</li> </ul> <p>Simulated assessment environments must simulate the real-life working environment where the skills and knowledge within this unit would be utilised, with all the relevant equipment and resources of that working environment.</p> <p>Assessment must ensure access to:</p> <ul style="list-style-type: none"> <li>■ policy, procedures and protocols relating to the public sector</li> <li>■ organisational and public sector power structures and sources of power</li> </ul> <p>Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.</p>
<b>LINKS</b>	Companion Volume Implementation Guide