

BSBLDR403 LEAD TEAM EFFECTIVENESS

PRACTICAL ASSESSMENT INSTRUCTIONS

- The following practical assessment will require the participant to complete work related activities.
- Observations will be conducted of the participant's work to determine whether they display sufficient practical skills and knowledge.
- Please fill in the details below, providing your name, signature and date of assessment.
 - Your signature acknowledges that the assessor provided clear instructions and the participant understood what was required to complete this assessment.
- The assessor may substitute a Practical Task with another task of equal value.
 - Alternate tasks must be fully documented by the assessor.

Participant name Anne Beel

Participant signature

Anne Beel

Assessor name

Assessor signature

Date 15/05/2019

Number of tasks	Number of tasks completed	Satisfactory?	
		Yes	No
1 (2X)		☐	☐

ASSESSOR COMMENTS

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Practical Task 1 (2X)		
Description of task: On two (2) occasions, a suitable observer is to verify the participant's ability to lead team effectiveness, including: - Developing a team work plan that provides – - Documentation of how it was generated and how it will be monitored - Incorporation of innovation and productivity measures - Communicating with team members and management to – - Identify and establish the team purpose, roles, responsibilities, goals plans objectives - Consult, encourage, support and provide feedback - Model team leadership behaviours and approaches - Resolve problems These tasks may be simulated or real. The assessor is to verify the observer's comments and provide the outcome for the practical task on the front cover of the Practical Assessment.		
Resources required: Nil		
Assessment of task		
Name of participant:	Anne Beel	
Name of observer:	Darren Ball	
Role of observer (Confirm suitability to sign)	Director of Exceed Concrete Construction Pty Ltd	
Email address of observer	darren@exceedconcrete.com.au	
Signature of observer:		
Date:	31/05/2019	
When completing the task, did the participant:	Tick if satisfactorily completed. Provide comments if left unticked.	
	1 st Occasion	2 nd Occasion
1.A. Lead and consult with the team to document work plan, incorporating: - Team purpose, roles, responsibilities, goals, plans and objectives - Innovation and productivity measures - Notes on how the work plan was generated and how it would be monitored	☒	☒
1.B. Lead team to develop cohesion, including: - Providing opportunities for input of team members into planning, decision making and operational aspects - Encouraging and supporting team members to take responsibility for own work and to assist each other - Providing feedback to team members to encourage, value and reward individual and team efforts and contributions	☒	☒

1.C. Participate in and facilitate work team, including: • Leading and supporting team members in meeting expected outcomes, through delegation and work allocation • Actively encouraging team members to participate in and take responsibility for team activities and communication processes • Giving the team support to identify and resolve problems, issues and concerns • Acting as a role model to enhance the organisation's image	☒	☒
1.D. Maintain open communication by passing information from management to the team and vice versa (including issues, concerns and problems) and ensuring follow-up action was taken.	☒	☒
The participant's performance was: ☒ Satisfactory ☐ Not Satisfactory		

OBSERVER COMMENTS