

BSBLDR403 LEAD TEAM EFFECTIVENESS

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

The participant is to gather evidence of how they have completed each component of the Practical Task, which is to be submitted with this Practical Assessment sheet. Evidence to be submitted may include:

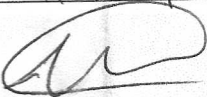
- Meeting minutes (e.g. subcontractor meeting, HSE committee meeting)

The observer is to provide detailed comments on the tasks completed by the participant. The assessor is to verify the observer's comments in the Assessor Comments section, and provide the Practical Assessment outcome on the front cover of this document.

Resources required:

Nil

Assessment of task

Name of participant:	Harley arrowsmith		
Name of observer:	Jonathan Trotter		
Role of observer (Confirm suitability to sign)	Site Supervisor		
Email address of observer	Jtrotter@probuild.com.au		
Signature of observer:			
Date:	Click here to enter a date.		
When completing the task, did the participant:	Tick if satisfactorily completed. Provide comments if left unticked.		
	1st Occasion	2nd 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

Task 1:

The first task was the preparation of a waffle pod slab, harley started the process off by attending a subcontractors meeting. Discussions were had on the processes that needed to happen and a plan was made.

At the start of the following day harley met with all of the east coast workers and went over the plan, he let everyone have a say in the roles they played and once the roles had been allocated work commenced.

There were not many problems that were encountered, although during the preparation process one of the ECC workers found a discrepancy with the height of the slab and the thickness of it. Harley brought the issue up with management and the height was rectified by the engineer.

Task 2:

Task 2 involved the ordering and pouring of the concrete, harley measured the concrete quantity the day before they poured and placed the order with Ausmix.

The day of the concrete pour harley held their daily toolbox that discussed the tasks for the day. He let the ECC workers choose who was to finish the concrete, then they proceeded with the pour.