

# Open Awards Qualification Unit



## Form OAQU

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### 1 Unit Details

|               |   |
|---------------|---|
| Unit Title:   | Managing Individuals and Teams Working with Substance Users |
| QAC Code:     | Y/506/9814  |
| Level:        | Level 3   |
| Credit Value: | 3   |
| Minimum GLH:  | 21  |

### 2 Learning Outcomes and Criteria

| Learning Outcome (The Learner will):   | Assessment Criterion (The Learner can):   |
|--|---|
| 1. Be able to lead the work of individual substance misuse practitioners to achieve their objectives.    | 1.1 Develop, jointly with a substance misuse practitioner, a realistic and achievable individual work plan.   |
|  | 1.2 Explain own role and responsibilities in supporting practitioners to achieve their objectives.  |
|  | 1.3 Analyse own effectiveness in providing leadership and support to individual substance misuse practitioners.   |
| 2. Be able to lead the work of teams within a substance misuse organisation to achieve their objectives. | 2.1 Develop, jointly with practitioners, a realistic and achievable work plan for a team within a substance misuse organisation.                            |
|  | 2.2 Explain own role and responsibilities in supporting a team to achieve its objectives.   |
|  | 2.3 Analyse own effectiveness in providing leadership and support to a team within a substance misuse organisation.   |
| 3. Be able to develop individuals and teams to enhance performance.                                      | 3.1 Develop a plan for a team within a substance misuse organisation to meet organisational objectives, incorporating individual team member's aspirations. |

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|---|-----|---|
|   | 3.2 | Analyse the performance of individuals and the team against organisational objectives.  |
|   | 3.3 | Demonstrate appropriate approaches on individuals performance.  |
|   | 3.4 | Explain how to select an appropriate response when dealing with instances of poor performance.  |
|   | 3.5 | Evaluate own role in the creation and implementation of a team development plan.  |
| 4. Understand arrangements for joint working between workers and agencies.                | 4.1 | Evaluate the potential for cooperation and conflict with a range of other workers and agencies relevant to delivering effective services for substance users. |
|   | 4.2 | Explain how joint working relationships with individuals and agencies can be established and maintained.  |
| 5. Be able to apply an understanding of team dynamics to effectively facilitate meetings. | 5.1 | Critically compare styles of leadership which can be used to run meetings.  |
|   | 5.2 | Evaluate own role in planning and facilitating a team meeting.  |
|   | 5.3 | Explain how an understanding of team dynamics influenced own approach when facilitating a team meeting.   |