Changing lives through learning

Qualification Unit

This unit forms part of a regulated qualification.

Unit Title: Team Leadership in Adult Care

Unit Reference Number: L/652/0810

Level: Five (5)

Credit Value: Three (3)

Minimum Guided Learning Hours: 20

Learning Outcome (The Learner will):	Assessment Criterion (The Learner can):
1. Be able to provide leadership for a team	1.1 Adapt leadership styles to reflect different **stages and cycles** in the team's development
	1.2 Establish trust and accountability within the team
	1.3 Build and maintain team's commitment to the service and its values
	1.4 Develop, implement and review strategies to support a positive **values-based** culture in the team
	1.5 Demonstrate values and behaviours which recognise and champion diversity, equality, and inclusion within the team.
2. Be able to manage teamwork	2.1 Embed the participation of team members in agreeing team objectives
	2.2 Encourage creativity and innovation in planning how to meet team objectives and agree a team plan
	2.3 Agree roles and responsibilities, taking account of the team's strengths and development needs
	2.4 Support the team to work towards team objectives
	2.5 Review team objectives and facilitate opportunity for the team to reflect on their progress

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	2.6 Provide feedback and recognise progress on team performance.

ssessment Requirements

This unit must be assessed in accordance with Skills for Care & Development assessment principles guidance.

This is a knowledge and skill-based unit.

Knowledge evidence may be generated outside of the work environment, but the final assessment and decision must show application of knowledge within the real work environment.

Learning Outcomes 1 and 2 are skill based, and primary evidence throughout the qualification should include observation of direct practice in the workplace in actual person.

It is acknowledged that remote observations could be used in appropriate circumstances, as an approach to enrich, enhance and triangulate main direct observations which have been carried out. Remote observations should not be planned and used as the primary approach. Safe and reliable approaches to use of remote technologies in the assessment process must be agreed with Open Awards prior to use. This should include how the privacy, dignity and confidentiality of any individual will be protected and robust evidence recording protocols.

Indicative Content

LO1	**AC1.1** **Stages and cycles:** the different stages of team development, for instance 'forming, storming, norming and performing'. The different cycles teams encounter in their work in adult social care e.g. new team members and changes to working practices. **AC1.4** **Values-based:** workplace values are the guiding principles that are most important in the service. They help to define the right and wrong ways of working and help to inform decisions and choices.

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