

**New Zealand Certificate in Leadership (Level 3) [ref:5304]**

Graduate Profile Outcome	EXPIRING		NEW		Comments on Changes Between Qualifications
	New Zealand Certificate in Business (Introduction to Team Leadership) (Level 3)	Credit Total	New Zealand Certificate in Leadership (Level 3)	Credit Total	
1	Use effective team performance principles to lead a team.	10	Identify and adopt strategies to enhance personal strengths and values to lead within own contexts and responsibilities.	10	<p>The qualification review process conducted by Ringa Hora (Workforce Development Council) found that the scale of recommended changes necessitated a new qualification.</p> <p>The incoming NZC in Leadership (Level 3) was developed to meet industry need with updated GPOs, credit values and Skills Standards.</p>
2	Develop objectives for a team.	5	Utilise self-reflection to evaluate professional and ethical behaviour, and the impact on others, in a leadership context	10	
3	Communicate effectively with stakeholders.	5	Communicate effectively in a socially and culturally responsible manner within a leadership context.	10	
4	Work cooperatively within a team and contribute to the achievement of objectives.	10	Contribute to decision-making and/or solution-building within own contexts and responsibilities.	10	
5	Apply effective problem-solving and decision-making for business purposes.	10			
6	Behave professionally and ethically and in a socially and culturally responsible manner to contribute to the performance of the team.	5			

## New Zealand Certificate in Leadership (Level 4) [ref:5306]

Graduate Profile Outcome	EXPIRING		NEW		Comments on Changes Between Qualifications
	New Zealand Certificate in Business (First Line Management) (Level 4)	Credit Total 60	New Zealand Certificate in Leadership (Level 4)	Credit Total 60	
1	Manage workflows in an operational context to achieve team objectives.	20	Lead others and manage workflows to establish and achieve objectives.	20	The qualification review process conducted by Ringa Hora (Workforce Development Council) found that the scale of recommended changes necessitated a new qualification.  The incoming NZC in Leadership (Level 4) was developed to meet industry need with updated GPOs, credit values and Skills Standards.
2	Assess actual and/or potential issue(s) and respond appropriately to entity management to contribute to entity objectives.	10	Apply self-reflection and self-assessment to enhance leadership and management practice.	10	
3	Motivate a team to achieve the team's objectives and contribute to the entity's objectives.	10	Assess situations and apply leadership skills to respond effectively.	10	
4	Communicate to develop effective relationships with team members and stakeholders.	5	Promote an inclusive environment to value diversity for positive performance for the organisation.	5	
5	Promote an inclusive environment to value diversity for positive performance for the entity.	5	Communicate to develop effective relationships with team members and other parties.	10	
6	Apply leadership styles effectively in different environments.	5	Role-model and promote professional and ethical practices within a leadership role.	5	
7	Behave professionally and ethically and in a socially and culturally responsible manner, and apply personal and interpersonal skills to lead teams and manage workflows for the performance of the entity.	5			