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**SOUTH AFRICAN QUALIFICATIONS AUTHORITY
REGISTERED UNIT STANDARD:**

Build teams to achieve goals and objectives

SAQA US ID	UNIT STANDARD TITLE			
252037	Build teams to achieve goals and objectives			
ORIGINATOR				
SGB Generic Management				
PRIMARY OR DELEGATED QUALITY ASSURANCE FUNCTIONARY				
-				
FIELD			SUBFIELD	
Field 03 - Business, Commerce and Management Studies			Generic Management	
ABET BAND	UNIT STANDARD TYPE	PRE-2009 NQF LEVEL	NQF LEVEL	CREDITS
Undefined	Regular	Level 5	Level TBA: Pre-2009 was L5	6
REGISTRATION STATUS		REGISTRATION START DATE	REGISTRATION END DATE	SAQA DECISION NUMBER
Reregistered		2018-07-01	2023-06-30	SAQA 06120/18
LAST DATE FOR ENROLMENT		LAST DATE FOR ACHIEVEMENT		
2024-06-30		2027-06-30		

In all of the tables in this document, both the pre-2009 NQF Level and the NQF Level is shown. In the text (purpose statements, qualification rules, etc), any references to NQF Levels are to the pre-2009 levels unless specifically stated otherwise.

This unit standard replaces:

US ID	Unit Standard Title	Pre-2009 NQF Level	NQF Level	Credits	Replacement Status
15237	Build teams to meet set goals and objectives	Level 5	Level TBA: Pre-2009 was L5	3	

PURPOSE OF THE UNIT STANDARD

This Unit Standard is intended for managers in all economic sectors. These managers would typically be second level managers such as heads of department, section heads or divisional heads, who may have more than one team reporting to them.

The qualifying learner is capable of:

- Demonstrating knowledge of and insight into the theory of teams and the importance of teams in workplace activities.
- Applying the theory of teams to team dynamics.
- Explaining the process of building teams.
- Analysing the role of team leader in promoting team effectiveness.
- Evaluating the effectiveness of a team and propose ways to improve team effectiveness.

LEARNING ASSUMED TO BE IN PLACE AND RECOGNITION OF PRIOR LEARNING

It is assumed that learners are competent in:

- Communication at NQF Level 4.
- Mathematical Literacy at NQF Level 4.
- Computer Literacy at NQF Level 4.

UNIT STANDARD RANGE

- The learner is required to apply the learning in respect of this/her own area of responsibility.
- Unit refers to the division, department or business unit in which the learner is responsible for managing and leading staff.
- Entity includes, but is not limited to, a company, business unit, public institution, small business, Non-Profit Organisation or Non-Governmental Organisation.

Specific Outcomes and Assessment Criteria:

SPECIFIC OUTCOME 1

Demonstrate knowledge of and insight into the theory of teams and the importance of teams in workplace activities.

ASSESSMENT CRITERIA

ASSESSMENT CRITERION 1

The characteristics of a team and team interaction are compared with those of a group.

ASSESSMENT CRITERION 2

Different types of teams are described in terms of their unique roles and characteristics.

ASSESSMENT CRITERION 3

The importance of teams for achieving workplace goals and objectives is motivated with examples of the contributions of teams.

SPECIFIC OUTCOME 2

Apply the theory of teams to team dynamics.

ASSESSMENT CRITERIA

ASSESSMENT CRITERION 1

The dynamics of teams are explained in terms of practical examples.

ASSESSMENT CRITERION 2

The reasons for disagreements and conflict that could disrupt the functioning of the team are analysed with reference to interpersonal and other factors.

ASSESSMENT CRITERION 3

Unique challenges presented by different types of teams are identified with specific reference to cross-functional and virtual teams.

SPECIFIC OUTCOME 3

Explain the process of building teams.

ASSESSMENT CRITERIA**ASSESSMENT CRITERION 1**

The process of building a team is explained with reference to the steps in the process.

ASSESSMENT CRITERION 2

Stages of team development are analysed in terms of the human behaviour that drives the different stages.

SPECIFIC OUTCOME 4

Analyse the role of team leader in promoting team effectiveness.

ASSESSMENT CRITERIA**ASSESSMENT CRITERION 1**

The role of the team leader is explained in relation to improving team effectiveness.

ASSESSMENT CRITERION 2

The impact of different leadership styles is considered in relation to the leader's role in promoting team effectiveness.

ASSESSMENT CRITERION 3

Techniques for the constructive management of team dynamics and conflict are described with specific reference to promoting trust, cohesion, creativity and productivity.

SPECIFIC OUTCOME 5

Evaluate the effectiveness of a team and propose ways to improve team effectiveness.

ASSESSMENT CRITERIA**ASSESSMENT CRITERION 1**

The functioning of a team is evaluated against the characteristic of high performance teams.

ASSESSMENT CRITERION 2

An action plan is developed for improving the effectiveness of the team.

UNIT STANDARD ACCREDITATION AND MODERATION OPTIONS

- Anyone assessing a candidate against this Unit Standard must be registered as an assessor with the relevant ETQA or an ETQA that has a Memorandum of Understanding with the relevant ETQA.
- Any institution offering learning that will enable achievement of this Unit Standard must be accredited as a provider through the relevant ETQA or an ETQA that has a Memorandum of Understanding with the relevant ETQA.
- Moderation of assessment will be overseen by the relevant ETQA according to the moderation guidelines and the agreed ETQA procedures.

UNIT STANDARD ESSENTIAL EMBEDDED KNOWLEDGE

The knowledge underpinning the above specific outcomes is:

- Theory of teams and team dynamics.
- Different types of teams.
- Characteristics of high performance teams.
- Leadership styles.
- Techniques for managing team dynamics.

UNIT STANDARD DEVELOPMENTAL OUTCOME

N/A

UNIT STANDARD LINKAGES

N/A

Critical Cross-field Outcomes (CCFO):**UNIT STANDARD CCFO IDENTIFYING**

The learner is able to identify and solve problems in which responses show that responsible decisions using critical and creative thinking have been made in building teams to achieve goals and objectives.

UNIT STANDARD CCFO WORKING

The learner is able to work as a member of a team in building a team that contributes to the achievement of the unit's goals and objectives.

UNIT STANDARD CCFO ORGANISING

The learner is able to organise and manage him/herself and his/her activities responsibly and effectively in building teams to achieve goals and objectives.

UNIT STANDARD CCFO COLLECTING

The learner is able to collect, organise and critically evaluate information and applying this in a way that positively contributes towards building teams to achieve goals and objectives.

UNIT STANDARD CCFO COMMUNICATING

The learner is able to communicate effectively using visual, mathematics and language skills in the modes of oral and/or written presentations in communicating with the members of the team and others in order to build teams that achieve goals and objectives.

UNIT STANDARD CCFO DEMONSTRATING

The learner is able to demonstrate an understanding of the world as a set of related systems by recognising that problem-solving contexts do not exist in isolation in applying knowledge of and insight into the complexity of building teams to achieve goals and objectives.

UNIT STANDARD ASSESSOR CRITERIA

N/A

REREGISTRATION HISTORY

As per the SAQA Board decision/s at that time, this unit standard was Reregistered in 2012; 2015.

UNIT STANDARD NOTES

This unit standard replaces unit standard 15237, "Build teams to meet set goals and objectives", Level 5, 3 credits.

QUALIFICATIONS UTILISING THIS UNIT STANDARD:

	ID	QUALIFICATION TITLE	PRE-2009 NQF LEVEL	NQF LEVEL	STATUS	END DATE	PRIMARY OR DELEGATED QA FUNCTIONARY
Core	59201	National Certificate: Generic Management	Level 5	Level TBA: Pre-2009 was L5	Reregistered	2023-06-30	As per Learning Programmes recorded against this Qual
Core	60070	National Certificate: Inspection and Assessment (Non-Metallics)	Level 5	Level TBA: Pre-2009 was L5	Reregistered	2023-06-30	MERSETA
Core	80046	National Certificate: Tactical Road Traffic Operations	Level 5	NQF Level 05	Reregistered	2023-06-30	SAS SETA
Core	59304	National Diploma: Freight Forwarding and Customs Compliance	Level 5	NQF Level 05	Passed the End Date - Status was "Reregistered"	2020-07-30	TETA
Core	64330	National Certificate: Mission Corporate Services Management	Level 6	Level TBA: Pre-2009 was L6	Passed the End Date - Status was "Reregistered"	2020-07-30	PSETA
Fundamental	62069	National Certificate: Radio Production	Level 5	Level TBA: Pre-2009 was L5	Reregistered	2023-06-30	MICTS
Elective	65229	Further Education and Training Certificate: Animal Protection	Level 4	NQF Level 04	Passed the End Date - Status was "Reregistered"	2012-06-30	LG SETA
Elective	64049	Further Education Training Certificate: Harbour Watchkeeping	Level 4	NQF Level 04	Reregistered	2023-06-30	SAS SETA
Elective	71969	National Certificate: Automotive Components:	Level 5	Level TBA: Pre-	Passed the End	2015-	MERSETA

		Manufacturing and Assembly		2009 was L5	Date - Status was "Reregistered"	06-30	
Elective	78943	National Certificate: Autotronics	Level 5	Level TBA: Pre-2009 was L5	Reregistered	2023-06-30	MERSETA
Elective	59325	National Certificate: Environmental Noise Control	Level 5	Level TBA: Pre-2009 was L5	Passed the End Date - Status was "Reregistered"	2015-06-30	LG SETA
Elective	79627	National Certificate: Mechatronics	Level 5	NQF Level 05	Passed the End Date - Status was "Reregistered"	2015-06-30	MERSETA
Elective	65050	National Certificate: Music	Level 5	Level TBA: Pre-2009 was L5	Reregistered	2023-06-30	CATHSSETA
Elective	80047	National Certificate: Road Safety Development	Level 5	NQF Level 05	Reregistered	2023-06-30	SAS SETA
Elective	61489	National Certificate: Transport Operations	Level 5	Level TBA: Pre-2009 was L5	Reregistered	2023-06-30	TETA
Elective	90652	National Certificate: Ammunition Fitting	Not Applicable	NQF Level 05	Reregistered	2023-06-30	SAS SETA

PROVIDERS CURRENTLY ACCREDITED TO OFFER THIS UNIT STANDARD:

This information shows the current accreditations (i.e. those not past their accreditation end dates), and is the most complete record available to SAQA as of today. Some Primary or Delegated Quality Assurance Functionaries have a lag in their recording systems for provider accreditation, in turn leading to a lag in notifying SAQA of all the providers that they have accredited to offer qualifications and unit standards, as well as any extensions to accreditation end dates. The relevant Primary or Delegated Quality Assurance Functionary should be notified if a record appears to be missing from here.

1. A and S Training Consultancy
2. ACADEMY OF TRAINING AND DEVELOPMENT
3. Academy of York Pty Ltd
4. AFRIC POLICING INSTITUTE
5. All Access Holdings
6. Asiphokuhle Training and Research Institute
7. Avenida (Pty) Ltd
8. Batho - Pele
9. BEST PERFORMERS COLLEGE
10. BRIGHT IDEA PROJECTS 447 PTY LTD T/A MIND -THE- GAP
11. Business Management Training College (Pty) Ltd
12. Change Strategies Consulting Services CC
13. College of Production Technology
14. Compuscan Academy
15. CONNEMARA CONSULTING (PTY) LTD

16. Contra-Lit Pty Ltd
17. DAM SCHOOL OF POLICING
18. DAM SCHOOL OF POLICING POLOKWANE
19. DAM SCHOOL OF POLICING PRETORIA
20. Davest Trading 36 Pty Ltd
21. Dawsons Training Academy (Pty) Ltd (DURBAN) (TP)
22. DISASTER MANAGEMENT SOLUTIONS (PTY) LTD (DMS)
23. Diversity technology Training Institute
24. Edutel Wholesale & Retail Academy
25. Enjo Consultants
26. Felix Risk Training Consultants
27. Gemini Training And Development Pty Ltd
28. Golden Ratio College
29. HJN TRAINING CC
30. IKHWEZI MANAGEMENT AND TRAINING INSTITUTE CC
31. Ikusasa Lethu Projects and Training (Pty) Ltd
32. Imperial Technical Training Academy (WADEVILLE) (TP)
33. Infomage
34. IQ Skills Academy (PTY) LTD.
35. Izwelethu Black Diamond
36. JEPPE COLLEGE OF COMMERCE AND COMPUTER
37. Kairos Training College
38. Kgolo Institute
39. KLM EMPOWERED HUMAN SOLUTIONS SPECIALISTS PTY LTD
40. KN Business Solutions
41. Leverage Leadership
42. LO Tantsi Fire Consultants CC.
43. Maile Consulting
44. Mamuhle Academy
45. MASTERSTART (PTY) LTD
46. McCarthy Automotive Artisan Academy (MIDRAND) (TP)
47. McCarthy Automotive Artisans Academy (PINETOWN) (TP)
48. Mcebo Technologies
49. MEGRO LEARNING LOWVELD
50. Milpark Education (Pty) Ltd (previously known as Milpark Business School)
51. Modern Technical College FET
52. Mortarboard Training Solutions
53. MSC Education Holdings (Pty) Ltd
54. Nela Kahle 80 cc
55. NEMISA
56. P&L Hardware(Pty)Ltd
57. Pioneer Business Consulting

58. Plastics Federation of South Africa (MIDRAND) (TP)
59. Plastics Federation of South Africa (WESTMEAD) (TP)
60. Princetop Corporative Training (Pty) Ltd
61. Progressive School of Business and Engineering (Pty)
62. PTDEV (Pty) Ltd
63. RED AND YELLOW
64. Revival Training Academy
65. Ronald Sewell & Associates SA (Pty) Ltd T/A Sewells (BRYANSTON) (TP)
66. SANDVIK MINING & CONSTRUCTION RSA (PTY) LTD
67. Scaw Metals Group (Pty) Ltd T/A Scaw Metals (DINWIDDIE) (TP)
68. Sebenzisanane Human Capital
69. SHEPPERD ACADEMY
70. SIGNA ACADEMY PTY LTD
71. South African Corporate Training Association
72. South African Film Institute
73. Talent Centre Training
74. Thinking Mind Trading
75. Thubelihle Graduate Institute
76. Toyota Academy Toyota SA Motors (Pty) Ltd (SANDTON) (TP)
77. Transafric Consulting Pty Ltd
78. Tshepang Consulting & Project
79. Tshwane Training Institute (PTY) LTD.
80. Tumpu Trading and Projects
81. Tusanang Training Academy
82. Twasa
83. Umqondo Consultancy
84. UNIVERSITY OF BUSINESS EXCELLENCE(PTY)LTD
85. Varsity Academy
86. Vicmat Consultants
87. WEINVEST INVESTMENT CC
88. Woolworths Pty Ltd
89. Ya Hina Management Consulting and projects

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