

Unit Title:	Shape organisational culture and values
OCR unit number:	6
Level:	7
Credit value:	5
Guided learning hours:	35
Unit reference number:	J/506/2079

Unit aim and purpose

This unit aims to develop the knowledge and skills required to shape organisational culture and values. Upon completion of this unit, learners will have developed an understanding of, and be able to influence, organisational culture and values.

Learning Outcomes	Assessment Criteria	Additional Guidance
The Learner will: 1 Understand organisational culture and values	The Learner can: 1.1 Define the scope of organisational culture and its effect on individual and organisational behaviour 1.2 Evaluate theories and models of organisational cultures and values 1.3 Evaluate the drivers to the development of organisational values in different types of organisation 1.4 Evaluate ethical dimensions of organisational culture and values 1.5 Evaluate organisational communication perspectives 1.6 Assess the role of change management techniques in developing positive organisational cultures and values 1.7 Analyse the potential for friction between organisational values and individuals' values	Organisational cultures could be the learner's organisation or in the case of small organisations the learner might contract with other organisations known to the learner e.g. a supplier or contractor
2 Be able to influence organisational culture and values	2.1 Characterise the nature, strengths and weaknesses of organisational culture , sub-cultures and values within an organisation	

Learning Outcomes	Assessment Criteria	Additional Guidance
	2.2 Identify the way in which organisational culture and values could be enhanced 2.3 Identify the factors that influence organisational culture and values 2.4 Assess the effect of different organisational cultures and values on business performance and an organisation's place in the market 2.5 Develop a vision, strategy and structures for influencing organisational culture and values 2.6 Use leadership, interpersonal and communication skills and tools to influence organisational culture and values positively	Tools may include: <ul style="list-style-type: none"> • Methods of communication • Negotiation, arbitration and mediation • Reward

Assessment

This unit is internally assessed by centre staff and externally verified by OCR Assessors.

Guidance on assessment

Skills CFA Assessment Strategy Competence units (S/NVQ)

National Occupational Standards (NOS) mapping/signposting

The mapping in the table below provides an indication of where evidence might be available for assessment against some of the knowledge and understanding contained in the national occupational standards (NOS). It does not claim to guarantee that evidence will meet the NOS.

NOS can be viewed on the relevant Sector Skills Council's website or the Occupational standards directory at www.ukstandards.co.uk.

Occupational standards	Unit number	Title
Management & Leadership (2012) National Occupational Standards:	CFAM&LBA8	<ul style="list-style-type: none"> • Develop your organisation's values and culture

Additional information

For further information regarding administration for this qualification, please refer to the OCR document 'Admin Guide: Vocational Qualifications' (A850) on the OCR website www.ocr.org.uk.