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SOUTH AFRICAN QUALIFICATIONS AUTHORITY
REGISTERED UNIT STANDARD:

Apply group dynamic principles in order to guide a group towards independence and sustainability

SAQA US ID	UNIT STANDARD TITLE			
252469	Apply group dynamic principles in order to guide a group towards independence and sustainability			
ORIGINATOR		ORIGINATING PROVIDER		
SGB Agricultural Extension				
QUALITY ASSURING BODY				
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FIELD			SUBFIELD	
Field 01 - Agriculture and Nature Conservation			Primary Agriculture	
ABET BAND	UNIT STANDARD TYPE	PRE-2009 NQF LEVEL	NQF LEVEL	CREDITS
Undefined	Regular	Level 5	Level TBA: Pre-2009 was L5	8
REGISTRATION STATUS		REGISTRATION START DATE	REGISTRATION END DATE	SAQA DECISION NUMBER
Reregistered		2012-07-01	2015-06-30	SAQA 0695/12
LAST DATE FOR ENROLMENT		LAST DATE FOR ACHIEVEMENT		
2016-06-30		2019-06-30		

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 does not replace any other unit standard and is not replaced by any other unit standard.

PURPOSE OF THE UNIT STANDARD

This unit standard is for extension personnel in the development field to apply group dynamic principles in order to guide a group towards independence and sustainability.

This unit standard will contribute to the qualitative development of learners by providing skills and knowledge on guiding communities towards the establishment of sustainable community structures.

The learner will be able to relate to the different needs and sentiments of a specific community as it relates to extension. In addition the learner will be well positioned to extend their learning and practice into other areas of extension or management and practice at higher levels.

LEARNING ASSUMED TO BE IN PLACE AND RECOGNITION OF PRIOR LEARNING

It is assumed that a learner attempting this unit standard will show competence in communication equivalent to NQF Level 4.

UNIT STANDARD RANGE

Groups refer to but are not limited to study groups, local community groups, task groups.

Specific Outcomes and Assessment Criteria:

SPECIFIC OUTCOME 1

Establish a group taking into account the needs, goals, structure and numbers.

ASSESSMENT CRITERIA

ASSESSMENT CRITERION 1

Members and leaders are identified and encouraged to join the group to work together to address the needs in the community.

ASSESSMENT CRITERION 2

The life cycle of the group is determined taking into account aspects such as the stages of a group and the development of the group.

ASSESSMENT CRITERION 3

A constitution is developed and adopted by the majority to provide a guideline of operation for the group.

ASSESSMENT CRITERION 4

Community leaders are solicited to provide access, cooperation and institutional support.

SPECIFIC OUTCOME 2

Guide a group towards achieving a specific, shared and agreed goal(s).

ASSESSMENT CRITERIA

ASSESSMENT CRITERION 1

The vision of the group is explored and adopted to promote cohesion of the group.

ASSESSMENT CRITERION 2

The mission is established to guide the group towards setting their goals.

ASSESSMENT CRITERION 3

Goals and objectives are clarified and agreed upon by the group.

ASSESSMENT CRITERION 4

Members are guided and assisted to make sound decisions to achieve the goals and objectives.

SPECIFIC OUTCOME 3

Build capacity of group members to operate as a team and assume roles and responsibilities.

ASSESSMENT CRITERIA

ASSESSMENT CRITERION 1

Roles and responsibilities are clarified and explained to the team members.

ASSESSMENT CRITERION 2

Teamwork is encouraged through group discussions to promote a common vision.

ASSESSMENT CRITERION 3

The group are mobilised by utilizing their expertise, knowledge and skills to achieve the set goals.

ASSESSMENT CRITERION 4

Team members' capacity and skills needs are identified to inform a training/capacity building plan.

SPECIFIC OUTCOME 4

Apply the principles of group dynamics.

ASSESSMENT CRITERIA**ASSESSMENT CRITERION 1**

Factors influencing group dynamics are identified to improve the effective functioning of the group.

ASSESSMENT CRITERION RANGE

Factors refer to but not limited to environment, social, cultural and economic factors.

ASSESSMENT CRITERION 2

Relevant group techniques are selected for active group participation.

ASSESSMENT CRITERION 3

Group techniques and tools are utilized to encourage active and dynamic participation in group activities.

ASSESSMENT CRITERION RANGE

Group techniques and tools refer to communication, sharing, manipulation, debates, conflict, vested interest, arguments, dialogue, imposing views, dominance, contributions, agreements, clarification, feed back, compliance, non-compliance.

SPECIFIC OUTCOME 5

Manage and monitor group functioning.

OUTCOME RANGE

Range group functioning refers to but not limited to:

- Communication, sharing, manipulation, debates, conflict, vested interest, arguments, dialogue, imposing views, dominance, etc. and group participation such as active, passive, verbal, non-verbal, etc. and group participation such as contributions, agreements, clarification, feed back, compliance, non-compliance.

ASSESSMENT CRITERIA**ASSESSMENT CRITERION 1**

Group achievements are monitored against group goals and objectives to evaluate progress.

ASSESSMENT CRITERION 2

Active participation of group members is stimulated through communication, generation of solutions and options, to achieve set goals.

ASSESSMENT CRITERION 3

Group functioning is promoted through acceptance of ownership, cohesion and conflict resolution to ensure optimum performance.

SPECIFIC OUTCOME 6

Facilitate the group towards sustainability and independence.

ASSESSMENT CRITERIA

ASSESSMENT CRITERION 1

Strategic learning initiatives are implemented to improve the knowledge base within the group.

ASSESSMENT CRITERION 2

Group members are informed of clearly defined group goals and objectives to facilitate an appropriate exit strategy.

ASSESSMENT CRITERION 3

Initiatives implemented by the group are monitored to measure the level of independency.

ASSESSMENT CRITERION 4

Group members are guided to set suitable and realistic challenges ensuring achievable and measurable outcomes.

UNIT STANDARD ACCREDITATION AND MODERATION OPTIONS

- An individual wishing to be assessed, (including through RPL) against this Unit Standard may apply to an assessment agency, assessor or provider institution accredited by the relevant ETQA.
- Anyone assessing a learner against this Unit Standard must be registered as an assessor 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 by SAQA.
- Moderation of assessment will be overseen by the relevant ETQA according to the moderation guidelines in the relevant qualification and the agreed ETQA procedures.

UNIT STANDARD ESSENTIAL EMBEDDED KNOWLEDGE

Demonstrate a basic understanding of:

- Communication process.
- Types of leaders.
- Principles of group dynamics.
- Group dynamic methods and techniques.
- Group dynamic models.
- Individual behaviour.
- Inter personal skills.
- Decision making models.
- Teamwork principles.
- Group types.
- Group behaviour.
- Models of group and individual behaviour.

UNIT STANDARD DEVELOPMENTAL OUTCOME

N/A

UNIT STANDARD LINKAGES

N/A

Critical Cross-field Outcomes (CCFO):

UNIT STANDARD CCFO IDENTIFYING

Identify and solve problems using critical and creative thinking to address project contingencies.

UNIT STANDARD CCFO WORKING

Work effectively with others when participating on project teams.

UNIT STANDARD CCFO ORGANISING

Organize and manage oneself and activities when participating as project team member.

UNIT STANDARD CCFO COLLECTING

Collect, evaluate, organise and critically evaluate information when delivering reports.

UNIT STANDARD CCFO COMMUNICATING

Communicate effectively and responsibly whilst reporting on project milestones.

UNIT STANDARD CCFO SCIENCE

Use science and technology when implementing developmental practices.

UNIT STANDARD CCFO DEMONSTRATING

Demonstrate an understanding of the world as a set of related systems when functioning in the extension environment.

UNIT STANDARD CCFO CONTRIBUTING

Be culturally and aesthetically sensitive across a range of social contexts when interacting with communities.

QUALIFICATIONS UTILISING THIS UNIT STANDARD:

	ID	QUALIFICATION TITLE	PRE-2009 NQF LEVEL	NQF LEVEL	STATUS	END DATE	QUALITY ASSURING BODY
Core	59409	National Certificate: Agricultural Extension	Level 5	Level TBA: Pre-2009 was L5	Reregistered	2015-06-30	AgriSETA
Core	63249	National Diploma: Agricultural Extension	Level 5	NQF Level 05	Reregistered	2015-06-30	AgriSETA