

COGLS5

Provide leadership for life sciences related work activities



Overview

This standard identifies the competences you need to provide leadership to work colleagues, in accordance with approved procedures for life sciences related work activities. You are required to motivate and support them to achieve the objectives of the team and their personal work objectives. You will be required to work to the relevant standard operating procedures, legislation and organisational policy.

You will be required to plan the work of your team, and to set and agree individual objectives. You will help them solve technical problems, monitor their progress against the objectives you set, and provide feedback and guidance for improvements in their performance.

During this work you must take account of the relevant worksite operational requirements, procedures and safe working practices AS THEY APPLY TO YOU.

The activity is likely to be undertaken by someone whose work role carries out life science related work activities. This could include individuals working in hospitals, scientific laboratories, schools and universities.

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Performance criteria

- You must be able to:*
- P1 ensure that your life sciences related work activity is carried out in accordance with standard operating procedures
 - P2 set out and positively communicate the purpose and objectives to your work colleagues
 - P3 involve work colleagues in planning how to meet objectives
 - P4 ensure that each member work colleague has personal work objectives and understands how achieving these will contribute to achievement of the team's objectives
 - P5 encourage and support your work colleagues to achieve their personal work objectives and those of the team, and provide recognition when objectives have been achieved
 - P6 steer your work colleagues successfully through difficulties and challenges, including conflict within the team
 - P7 encourage and recognise creativity and innovation within your work colleagues
 - P8 give your work colleagues support and advice when needed
 - P9 monitor activities and progress against objectives
 - P10 encourage responsibility in individuals for their own actions
 - P11 communicate the required information about the work in accordance with departmental and organisational procedures

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Knowledge and understanding

You need to know and understand:

- K1 why it's important to understand and keep up with the strategic direction of the life sciences agenda across the UK and globally and how this will influence the organisation
- K2 how to develop and maintain internal and external networks within the life sciences community for the area you are working in
- K3 the impact of cost effectiveness within the life sciences industry
- K4 why it's important to understand the latest technological developments in the life sciences industry and how to keep up-to-date with them
- K5 the health and safety requirements of the life sciences area in which you are carrying out activities
- K6 the implications of not taking account of legislation, regulations, standards and guidelines when conducting work activities
- K7 the organisational requirements for maintaining the security of the workplace
- K8 the lines of communication and responsibilities in your department and the links with the rest of the organisation
- K9 the limits of your own authority and to whom you should report if you have problems that you cannot resolve
- K10 different ways of communicating effectively with members and work colleagues
- K11 how to plan objectives and the importance of involving work colleagues in this process
- K12 how to allocate work objectives and delegate responsibility to individuals
- K13 types of difficulty and challenges that may arise, with ways of identifying and overcoming them
- K14 the importance of encouraging others to take the lead, and ways in which this can be achieved
- K15 the benefits of, and how to encourage and recognise, creativity and innovation
- K16 the types of support and technical advice that your work colleagues are likely to need, and how to respond to these needs

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