TSC Category	Operations and Management					
TSC	Centre Innovation and Change Adoption					
TSC Description	Manage Centre's innovation activities and adoption of change to drive organisational success					
TSC Proficiency	**Level 1**	**Level 2**	**Level 3**	**Level 4**	**Level 5**	**Level 6**
	<Insert TSC Code>	**<Insert TSC Code>**	ECC-PIN-3025-1.1	ECC-PIN-4025-1.1	ECC-PIN-5025-1.1	ECC-PIN-6025-1.1
			Support innovation and change initiatives within the Centre and recognise the impact of change on stakeholders	Implement innovation and change within the Centre by working with management to gain stakeholders' support for innovation and change to enhance children's learning and development	Establish the Centre's innovation and change management strategies and policies and mobilise internal resources to support critical transformations	Create an environment conducive for innovation and change and share best practices across the Cluster
Knowledge			• Relevant stakeholders in change processes • Impact of change on educators, families and children • Factors that support change management initiatives • Barriers to effective change in Centre	• Effective change implementation plans and procedures • Impact of innovation and changes on Centre activities and processes • Types of resources required to roll out innovation and change initiatives effectively • Assessment of change performance against sector benchmarks • Challenges to successful innovation and change implementation • Reasons for resistance to participate in change programmes and initiatives • Leading change management principles in in the sector • Legal and ethical considerations related to change management	• Types of innovation and change management frameworks • Strategies for effective innovation and change management • Industry best practices in innovation and change management • Key success indicators for change initiatives • Critical stakeholders and touch points for change initiatives • Drivers of implementing and sustaining change in the organisation • Resource management for complex changes and transitions • Strategies to drive and evaluate initiatives, systems and processes • Best practices in organisational initiative, systems and processes	• Barriers to innovation and change within the Cluster and techniques to overcome them • Risks and mitigation measures • Relationships between sponsors, champions of change and innovation activities • Systems thinking concepts, methods and tools to support implementation of change and innovation programmes • Current research and key trends in organisational initiative, systems and processes
Abilities			• Identify impact of change on educators, families and children	• Identify Centre activities and processes required to integrate and roll out	• Review organisational systems, processes and policies to identify areas	• Provide opportunities for individuals within the Centre and across

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			• Document change impact on educators, families and children against key success indicators • Identify opportunities for change within own scope of work to improve work processes • Apply emotional intelligence to guide own thinking and actions to influence and persuade stakeholders to embrace change	new changes in the Centre • Identify potential pitfalls, obstacles and challenges to smooth adoption and implementation of change • Work with management to communicate with stakeholders to gain support for change and innovation initiatives	for improvement for change management • Develop systems and processes to support innovation, change and continuous improvement • Design strategic implementation plans to prepare the Centre for change • Reference the Centre's change management strategies and policies against appropriate frameworks, industry best practices and business requirements • Plan engagement activities to secure stakeholders' commitment to the success of change implementation before introducing the changes • Identify training to equip team with the skills to manage change • Direct internal resources to facilitate movement towards the desired outcome of the change • Define performance standards to achieve successful change management • Identify and acquire resources required to successfully implement initiatives for change within the Centre • Monitor and review change and innovation initiatives against performance standards to identify areas for improvement	Centres to explore ideas and opportunities for change and innovation • Establish professional and networked learning communities where Centre Leaders can meet regularly to exchange innovative ideas to enhance management of Centres • Guide Centre Leaders towards relevant resources that can enhance existing Centre's initiatives, productivity and innovation • Collaborate with Centre Leaders to review Centre's direction and key strategies to support these goals • Guide Centre Leaders in leading the periodic review of initiatives, systems and processes to evaluate effectiveness of initiatives in achieving Centre's goals • Promote professional dialogues between Centre Leaders and professionals in other sectors to exchange best practices in Centre management

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