

Fact Sheet on Leadership and People Management WSQ

BACKGROUND

As we celebrate Singapore's success and achievements in gaining technical competencies, we need to pay more attention to our corporate leadership and people management capability to ensure that the country is able to sustain its strong economic position in the global arena. This is particularly so for local enterprises who aspire to grow and compete internationally, as well as small and medium-sized enterprises who face the challenges of attracting and retaining talent as they establish their businesses locally or take them further abroad. Against this backdrop, the Singapore Workforce Development Agency (WDA), together with various industry partners, have developed a national continuing education and training framework for leaders and managers, i.e. the Leadership and People Management Workforce Skills Qualifications (LPM WSQ).

The LPM WSQ framework is designed to chart corporate leadership capabilities and shape a roadmap for leadership development for business leaders and managers in Singapore, thus contributing to sustaining our national competitiveness into the future.

ABOUT WSQ

The Singapore Workforce Skills Qualifications (WSQ) system is a national credentialing system that trains, develops, assesses and recognises adult workers for competencies they need to stay employable and competitive in the global economy.



The WSQ system is industry-centric and competency-based. It targets at all levels of the workforce, ranging from support staff, executives, managers and senior management.

LEADERSHIP & PEOPLE MANAGEMENT WORKFORCE SKILLS

QUALIFICATIONS

The LPM WSQ was developed through a rigorous process of international research, stakeholder interviews, industry consultation and validation by senior business leaders and managers across various industries. Recognising the role of the Human Resource (HR) function in facilitating leadership development, the LPM WSQ is spearheaded by the HR Manpower Skills and Training Council (MSTC), comprising senior leaders, HR practitioners and industry stakeholders.

The LPM WSQ will underpin leadership development and enable leaders and managers to chart their progress in the leadership journey through the attainment of modularised units of competency under a nationally recognised framework. It will thus facilitate skills and career progression for leaders and managers.

The LPM WSQ framework comprises six core leadership and people management competency categories, as illustrated below.

LEAD WITH VISION

Leaders set an inspiring vision for the future and align their organisation culture with the vision. They inspire commitment and chart a course of action that will fulfil the vision.

ACHIEVE RESULTS

Leaders hold self and others accountable for achieving results. They organise their resources, provide clear direction, monitor performance and develop contingencies to achieve the agreed results.

DEVELOP PEOPLE

Leaders proactively seek opportunities to engage their staff and develop their capabilities. They share leadership and develop talent by empowering others and enhancing their ability to perform.



DRIVE CHANGE

Leaders identify and initiate opportunities for change and enable others to embrace process and organisation change. They challenge the status quo and promote innovation and create an environment conducive to change.

BUILD RELATIONSHIPS

Leaders establish and maintain a wide and relevant network of colleagues and strategic partners. They promote the development of positive working relationships, respect diversity and develop team cohesiveness.

PERSONAL EFFECTIVENESS

Leaders demonstrate self awareness and are committed to self development to capitalise on their strengths and address their weaknesses. They promote organisation values and ethics by role modelling desired behaviours. They persuade and positively influence others through effective communication.

28 competencies have been identified for leaders and managers at the managerial and transformational levels. Bite-sized training modules based on the competencies will be developed and leaders/managers have the flexibility to acquire the competencies that they need at their own pace by taking up individual training modules or accumulate the stipulated modules towards a qualification.


A Statement of Attainment (SOA) will be awarded when a leader/manager successfully completes a LPM training module in a particular competency unit, and is assessed to be competent. When a sufficient number of SOAs are accumulated, the appropriate qualification will be awarded.

LPM WSQ Qualifications

There are four qualifications pegged across four WSQ levels

WSQ Level	Qualification
6	Graduate Diploma in Organisational Leadership
5	Specialist Diploma in Leadership and People Management
4	Professional Diploma in Leadership and People Management
3	Advanced Certificate in Team Leadership

Highest Level



Lowest Level

Each WSQ qualification level indicates the corresponding complexity of knowledge, depth of skills and accountability of the occupational role.