

Leadership Capability Grid (LCG)
Standard for Childhood Practice 11

Summary definition of leadership in this context

The leadership capabilities and bullets in this Leadership Capability Grid (LCG) are based on the manager leadership capabilities and their themes of indicator from the [Step into Leadership website](#). The assumption within this LCG and level is that you can demonstrate leadership when you:

- work directly with children and young people/adults, families and communities
- contribute to team/collaborative work with colleagues and other professionals
- work with and supervise the work of colleagues
- carry out your roles and responsibilities, illustrating your knowledge of organisational practice and procedures, SSSC Codes of Practice and other legal and organisational requirements within your roles and responsibilities
- display leadership potential for your own managers and other professionals with whom you work.

This mapping to the Standard for Childhood Practice shows clear ways that you can demonstrate your leadership skills.

Please note that 'The Standard for Childhood Practice' (2015) document makes reference to a number of specific law and policy publications; rather than repeat these references here, we have used the generic phrase 'as defined in current law and policy documents' where relevant within these mapping documents.

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Leadership capabilities	When you have a critical understanding of the contribution of other professionals to the service and to other children's services, you can demonstrate leadership capabilities by:
Vision	<p>Providing a vision for those with whom you work and your organisation when you:</p> <p>Think and plan strategically when:</p> <ul style="list-style-type: none"> knowing about a range of concepts and models of working with other professionals, including interprofessional and interagency approaches, and have a critical understanding of how these may contribute to service developments in the future (11.2)
Motivating and inspiring others	<p>Motivating and inspiring others when you:</p> <p>Recognise and value the contribution of others when:</p> <ul style="list-style-type: none"> demonstrating an understanding of the professional attributes, roles and responsibilities of the range of other professionals who work in the service and in other children's services (11.1)
Empowering people	<p>Empowering people when you:</p> <p>Enable leadership at all levels when:</p> <ul style="list-style-type: none"> demonstrating an understanding of the professional attributes, roles and responsibilities of the range of other professionals who work in the service and in other children's services (11.1) <p>Promote professional autonomy when:</p> <ul style="list-style-type: none"> demonstrating an understanding of the professional attributes, roles and responsibilities of the range of other professionals who work in the service and in other children's services (11.1)
Collaborating and influencing	<p>Collaborating and influencing when you:</p> <p>Lead partnership working when:</p> <ul style="list-style-type: none"> demonstrating an understanding of the professional attributes, roles and responsibilities of the range of other professionals who work in the service and in other children's services (11.1)
Creativity and innovation	<p>Using creativity and innovation in your work when you:</p> <p>See opportunities to do things differently when:</p> <ul style="list-style-type: none"> knowing about a range of concepts and models of working with other professionals, including interprofessional and interagency approaches, and have a critical understanding of how these may contribute to service developments in the future (11.2)