

Leadership Capability Grid (LCG)
Standard for Childhood Practice 12

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 principles, theories and concepts of leadership and management practice relevant to your role, you can demonstrate leadership capabilities by:
Vision	<p>Providing a vision for those with whom you work and your organisation when you: Think and plan strategically when:</p> <ul style="list-style-type: none"> • analysing a variety of approaches for developing the vision and culture of an organisation, and for developing and implementing policy and practice to suit strategic objectives (12.2) • analysing priorities and risks in developing and implementing business and operational plans and can identify approaches for managing these in practice (12.5)
Self-leadership	<p>Displaying self leadership when you: Demonstrate and adapt leadership when:</p> <ul style="list-style-type: none"> • demonstrating an understanding of models of leadership and leadership styles and can reflect on the implications of these for your current and future roles and practice (12.1) • demonstrating an understanding of a variety of strategies for communicating, building and managing teams, and supporting individual worker development (12.3) • analysing the complexities of the management role in relation to managing self and others, as well as physical and financial resources, and can identify the management skills required (12.4) <p>Improve own leadership when:</p> <ul style="list-style-type: none"> • analysing the complexities of the management role in relation to managing self and others, as well as physical and financial resources, and can identify the management skills required (12.4) <p>Enable intelligent risk taking when:</p> <ul style="list-style-type: none"> • analysing priorities and risks in developing and implementing business and operational plans and can identify approaches for managing these in practice (12.5) <p>Demonstrate and promote resilience when:</p> <ul style="list-style-type: none"> • analysing a variety of approaches for developing the vision and culture of an organisation, and for developing and implementing policy and practice to suit strategic objectives (12.2)
Motivating and inspiring others	<p>Motivating and inspiring others when you: Inspire people by personal example when:</p> <ul style="list-style-type: none"> • demonstrating an understanding of a variety of strategies for communicating, building and managing teams, and supporting individual worker development (12.3)
Empowering people	<p>Empowering people when you: Enable leadership at all levels when:</p>

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	<ul style="list-style-type: none"> demonstrating an understanding of a variety of strategies for communicating, building and managing teams, and supporting individual worker development (12.3) <p>Promote professional autonomy when:</p> <ul style="list-style-type: none"> demonstrating an understanding of a variety of strategies for communicating, building and managing teams, and supporting individual worker development (12.3)
<p>Creativity and innovation</p>	<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"> analysing a variety of approaches for developing the vision and culture of an organisation, and for developing and implementing policy and practice to suit strategic objectives (12.2)