

Leadership Capability Grid (LCG) Standard for Childhood Practice 13

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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<p>Leadership capabilities</p>	<p>When you have the knowledge and understanding needed to support evidence informed practice, you can demonstrate leadership capabilities by:</p>
<p>Self-leadership</p>	<p>Displaying self leadership when you:</p> <p>Demonstrate and adapt leadership when:</p> <ul style="list-style-type: none"> • demonstrating the ability to share and discuss with others the principles and perspectives that underpin your own professional practice (13.6) • understanding the need to be flexible and to respond to a continuing changing social and political landscape (13.7) <p>Improve own leadership when:</p> <ul style="list-style-type: none"> • knowing how to access, and apply relevant research and enquiry-based findings (13.1) • knowing how to reflect on and engage in the systematic investigation of practice giving due consideration to the ethics of engaging in such activities (13.2) • making informed choices among particular research methods and methods of evaluation (13.3) • drawing on a range of sources of evidence to analyse and evaluate practice (13.4) • drawing on relevant principles, theories and approaches to inform your practice (13.5) <p>Enable intelligent risk-taking when:</p> <ul style="list-style-type: none"> • making informed choices among particular research methods and methods of evaluation (13.3) • drawing on a range of sources of evidence to analyse and evaluate practice (13.4) <p>Demonstrate and promote resilience when:</p> <ul style="list-style-type: none"> • demonstrating the ability to share and discuss with others the principles and perspectives that underpin your own professional practice (13.6)
<p>Motivating and inspiring others</p>	<p>Motivating and inspiring others when you:</p> <p>Inspire people by personal example when:</p> <ul style="list-style-type: none"> • demonstrating the ability to share and discuss with others the principles and perspectives that underpin your own professional practice (13.6) <p>Drive the creation of a learning and performance culture when:</p> <ul style="list-style-type: none"> • knowing how to access, and apply relevant research and enquiry-based findings (13.1) • knowing how to reflect on and engage in the systematic investigation of practice giving due consideration to the ethics of engaging in such activities (13.2) • making informed choices among particular research methods and methods of evaluation (13.3)

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	<ul style="list-style-type: none"> • drawing on a range of sources of evidence to analyse and evaluate practice (13.4) • drawing on relevant principles, theories and approaches to inform your practice (13.5) • demonstrating the ability to share and discuss with others the principles and perspectives that underpin your own professional practice (13.6)
<p>Empowering people</p>	<p>Empowering people when you: Drive a knowledge management culture when:</p> <ul style="list-style-type: none"> • knowing how to access, and apply relevant research and enquiry-based findings (13.1) • knowing how to reflect on and engage in the systematic investigation of practice giving due consideration to the ethics of engaging in such activities (13.2) • making informed choices among particular research methods and methods of evaluation (13.3) • drawing on a range of sources of evidence to analyse and evaluate practice (13.4) • drawing on relevant principles, theories and approaches to inform your practice (13.5) • demonstrating the ability to share and discuss with others the principles and perspectives that underpin your own professional practice (13.6)
<p>Creativity and innovation</p>	<p>Using creativity and innovation in your work when you: See opportunities to do things differently when:</p> <ul style="list-style-type: none"> • knowing how to access, and apply relevant research and enquiry-based findings (13.1) • knowing how to reflect on and engage in the systematic investigation of practice giving due consideration to the ethics of engaging in such activities (13.2) • making informed choices among particular research methods and methods of evaluation (13.3) • drawing on a range of sources of evidence to analyse and evaluate practice (13.4) • drawing on relevant principles, theories and approaches to inform your practice (13.5) • demonstrating the ability to share and discuss with others the principles and perspectives that underpin your own professional practice (13.6) • understanding the need to be flexible and to respond to a continuing changing social and political landscape (13.7)