

Leadership Capability Grid (LCG)
Standard for Childhood Practice 19

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 leading and supporting teamwork and collaboration you can demonstrate leadership capabilities by:</p>
<p>Vision</p>	<p>Providing a vision for those with whom you work and your organisation when you: See how best to make a difference when:</p> <ul style="list-style-type: none"> • leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4) <p>Communicate and promote ownership of the vision when:</p> <ul style="list-style-type: none"> • leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4) <p>Promote a public service ethos when:</p> <ul style="list-style-type: none"> • establishing and developing a culture of collaboration and cooperative working between colleagues both within your own professional area and from other disciplines (19.1) <p>Think and plan strategically when:</p> <ul style="list-style-type: none"> • leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4)
<p>Self-leadership</p>	<p>Displaying self leadership when you: Demonstrate and adapt leadership when:</p> <ul style="list-style-type: none"> • demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3) • leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4)
<p>Motivating and inspiring others</p>	<p>Motivating and inspiring others when you: Inspire people by personal example when:</p> <ul style="list-style-type: none"> • establishing and developing a culture of collaboration and cooperative working between colleagues both within your own professional area and from other disciplines (19.1) • demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice,

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	<p>and on the establishing of a culture of continuous development and learning (19.3)</p> <ul style="list-style-type: none"> • leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4) <p>Recognise and value the contribution of others when:</p> <ul style="list-style-type: none"> • establishing and developing a culture of collaboration and cooperative working between colleagues both within your own professional area and from other disciplines (19.1) • demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3) • leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4) <p>Drive the creation of a learning and performance culture when:</p> <ul style="list-style-type: none"> • establishing and developing a culture of collaboration and cooperative working between colleagues both within your own professional area and from other disciplines (19.1) • demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3)
<p>Empowering people</p>	<p>Empowering people when you:</p> <p>Enable leadership at all levels when:</p> <ul style="list-style-type: none"> • ensuring that colleagues understand their role, are involved appropriately in supporting children and young people, and understand their role when liaising with other agencies (19.2) • demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3) • leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4) <p>Drive a knowledge management culture when:</p> <ul style="list-style-type: none"> • establishing and developing a culture of collaboration and cooperative working between colleagues both within your own professional area and from other disciplines (19.1) • demonstrating your ability to work together with colleagues on

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	<p>policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3)</p> <ul style="list-style-type: none"> • leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4) <p>Promote professional autonomy when:</p> <ul style="list-style-type: none"> • ensuring that colleagues understand their role, are involved appropriately in supporting children and young people, and understand their role when liaising with other agencies (19.2) • leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4) <p>Involve people in development and improvement when:</p> <ul style="list-style-type: none"> • establishing and developing a culture of collaboration and cooperative working between colleagues both within your own professional area and from other disciplines (19.1) • demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3) • leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4)
<p>Collaborating and influencing</p>	<p>Collaborating and influencing when you:</p> <p>Lead partnership working when:</p> <ul style="list-style-type: none"> • establishing and developing a culture of collaboration and cooperative working between colleagues both within your own professional area and from other disciplines (19.1) • demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3) • leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4) <p>Influence people when:</p> <ul style="list-style-type: none"> • establishing and developing a culture of collaboration and cooperative working between colleagues both within your own

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	<p>professional area and from other disciplines (19.1)</p> <ul style="list-style-type: none"> demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3) leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4) <p>Understand and value the perspective of others when:</p> <ul style="list-style-type: none"> demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3)
<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"> demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3) leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4) <p>Promote creativity and innovation when:</p> <ul style="list-style-type: none"> establishing and developing a culture of collaboration and cooperative working between colleagues both within your own professional area and from other disciplines (19.1) demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3) <p>Lead and manage change when:</p> <ul style="list-style-type: none"> demonstrating your ability to work together with colleagues on policy development, on identification of examples of good practice, and on the establishing of a culture of continuous development and learning (19.3) leading, influencing and shaping the policies and practices of your workplace and promoting a collective responsibility for their implementation, including the practice of distributed leadership in learning (19.4)