

Leadership Capability Grid (LCG)  
Standard for Childhood Practice 22

**Summary definition of leadership in this context**

The leadership capabilities and bullets in this Leadership Capability Grid (LCG) are based on the managers 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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<b>Leadership capabilities</b>	<b>When taking responsibility for identifying and supporting your own personal learning and professional development needs you can demonstrate leadership capabilities by:</b>
<b>Self-leadership</b>	<p><b>Displaying self leadership when you:</b></p> <p><b>Demonstrate and adapt leadership</b> when:</p> <ul style="list-style-type: none"> <li>• reflecting on, reviewing and evaluating your practice, modifying approaches where necessary (22.3)</li> <li>• taking a creative and constructively critical approach towards innovation and change, and adapting practice if benefits and improvements are identified (22.4)</li> <li>• demonstrating the skills required to work in multi- professional teams, and joint service planning, and to develop personal networks. (4.9:4)</li> </ul> <p><b>Improve own leadership</b> when:</p> <ul style="list-style-type: none"> <li>• reflecting on, reviewing and evaluating your practice, modifying approaches where necessary (22.3)</li> <li>• taking a creative and constructively critical approach towards innovation and change, and adapting practice if benefits and improvements are identified (22.4)</li> <li>• demonstrating capacity to manage resources and to identify and undertake continuing professional development, taking account of registration requirements (22.6)</li> </ul> <p><b>Enable intelligent risk taking</b> when:</p> <ul style="list-style-type: none"> <li>• taking a creative and constructively critical approach towards innovation and change, and adapting practice if benefits and improvements are identified (22.4)</li> </ul> <p><b>Demonstrate and promoting resilience</b> when:</p> <ul style="list-style-type: none"> <li>• taking a creative and constructively critical approach towards innovation and change, and adapting practice if benefits and improvements are identified (22.4)</li> </ul>
<b>Motivating and inspiring others</b>	<p><b>Motivating and inspiring others when you:</b></p> <p><b>Inspire people by personal example</b> when:</p> <ul style="list-style-type: none"> <li>• demonstrating the use of a range of routine communication, information and communication technology and numeracy skills (22.1)</li> <li>• demonstrating some advanced and specialised skills to support work with children and young people and wider professional activities (22.2)</li> <li>• demonstrating the skills required to work in multi-professional teams and joint service planning, and to develop personal networks (22.5)</li> </ul> <p><b>Recognise and value the contribution of others</b> when:</p>

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	<ul style="list-style-type: none"> <li>demonstrating the use of a range of routine communication, information and communication technology and numeracy skills (22.1)</li> <li>demonstrating some advanced and specialised skills to support work with children and young people and wider professional activities (22.2)</li> <li>demonstrating the skills required to work in multi-professional teams, and joint service planning, and to develop personal networks (22.5)</li> </ul> <p><b>Drive the creation of a learning and performance culture</b> when:</p> <ul style="list-style-type: none"> <li>demonstrating the use of a range of routine communication, information and communication technology and numeracy skills (22.1)</li> <li>demonstrating some advanced and specialised skills to support work with children and young people and wider professional activities (22.2)</li> <li>reflecting on, reviewing and evaluating your practice, modifying approaches where necessary (22.3)</li> <li>taking a creative and constructively critical approach towards innovation and change, and adapting practice if benefits and improvements are identified (22.4)</li> </ul>
<p><b>Empowering people</b></p>	<p><b>Empowering people when you:</b></p> <p><b>Enable leadership at all levels</b> when:</p> <ul style="list-style-type: none"> <li>demonstrating the use of a range of routine communication, information and communication technology and numeracy skills (22.1)</li> <li>demonstrating some advanced and specialised skills to support work with children and young people and wider professional activities (22.2)</li> <li>demonstrating the skills required to work in multi-professional teams, and joint service planning, and to develop personal networks (22.5)</li> </ul> <p><b>Drive a knowledge management culture</b> when:</p> <ul style="list-style-type: none"> <li>taking a creative and constructively critical approach towards innovation and change, and adapting practice if benefits and improvements are identified (22.4)</li> </ul> <p><b>Promote professional autonomy</b> when:</p> <ul style="list-style-type: none"> <li>demonstrating the skills required to work in multi-professional teams, and joint service planning, and to develop personal networks (22.5)</li> </ul>
<p><b>Collaborating and influencing</b></p>	<p><b>Collaborating and influencing when you:</b></p> <p><b>Lead partnership working</b> when:</p> <ul style="list-style-type: none"> <li>demonstrating the use of a range of routine communication, information and communication technology and numeracy skills</li> </ul>

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	<p>(22.1)</p> <ul style="list-style-type: none"> <li>demonstrating some advanced and specialised skills to support work with children and young people and wider professional activities (22.2)</li> <li>demonstrating the skills required to work in multi-professional teams, and joint service planning, and to develop personal networks (22.5)</li> </ul> <p><b>Influence people</b> when:</p> <ul style="list-style-type: none"> <li>demonstrating the use of a range of routine communication, information and communication technology and numeracy skills (22.1)</li> <li>demonstrating some advanced and specialised skills to support work with children and young people and wider professional activities (22.2)</li> <li>demonstrating the skills required to work in multi-professional teams, and joint service planning, and to develop personal networks (22.5)</li> </ul> <p><b>Understand and value the perspectives of others</b> when:</p> <ul style="list-style-type: none"> <li>demonstrating the skills required to work in multi-professional teams, and joint service planning, and to develop personal networks (22.5)</li> </ul>
<p><b>Creativity and innovation</b></p>	<p><b>Using creativity and innovation in your work when you:</b></p> <p><b>See opportunities to do things differently</b> when:</p> <ul style="list-style-type: none"> <li>demonstrating the use of a range of routine communication, information and communication technology and numeracy skills (22.1)</li> <li>demonstrating some advanced and specialised skills to support work with children and young people and wider professional activities (22.2)</li> <li>reflecting on, reviewing and evaluating your practice, modifying approaches where necessary (22.3)</li> <li>taking a creative and constructively critical approach towards innovation and change, and adapting practice if benefits and improvements are identified (22.4)</li> </ul> <p><b>Promote creativity and innovation</b> when:</p> <ul style="list-style-type: none"> <li>demonstrating the skills required to work in multi-professional teams, and joint service planning, and to develop personal networks (22.5)</li> <li>taking a creative and constructively critical approach towards innovation and change, and adapting practice if benefits and improvements are identified (22.4)</li> </ul> <p><b>Lead and managing change</b> when:</p> <ul style="list-style-type: none"> <li>taking a creative and constructively critical approach towards innovation and change, and adapting practice if benefits and improvements are identified (22.4)</li> </ul>



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