

Leadership Capability Grid (LCG)
Standard for Childhood Practice 24

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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Leadership capabilities	When taking responsibility for the delivery and ongoing development of a high quality service for each child and family you can demonstrate leadership capabilities by:
Vision	<p>Providing a vision for those with whom you work and your organisation when you:</p> <p>See how best to make a difference when:</p> <ul style="list-style-type: none"> • seeking to ensure that all workers are aware of the core values, vision and culture of the service and have opportunities to contribute to their development (24.1) • providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8) <p>Communicate and promote ownership of the vision when:</p> <ul style="list-style-type: none"> • seeking to ensure that all workers are aware of the core values, vision and culture of the service and have opportunities to contribute to their development (24.1) • providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8) <p>Promote a public service ethos when:</p> <ul style="list-style-type: none"> • seeking to ensure that all workers are aware of the core values, vision and culture of the service and have opportunities to contribute to their development (24.1) <p>Think and plan strategically when:</p> <ul style="list-style-type: none"> • providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8)
Self-leadership	<p>Displaying self leadership when you:</p> <p>Demonstrate and adapt leadership when:</p> <ul style="list-style-type: none"> • seeking to ensure that all workers are aware of the core values, vision and culture of the service and have opportunities to contribute to their development (24.1) • developing effective management and communication strategies so

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	<p>that each worker is clear about his/her role and responsibilities within the service (24.2)</p> <ul style="list-style-type: none"> • providing leadership, motivation and support to colleagues in ongoing self- evaluation (24.6) • providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8) <p>Enable intelligent risk taking when:</p> <ul style="list-style-type: none"> • developing systems to support continuous quality improvement and effectiveness of the service for each child and family (24.4) • fostering innovation and managing change (24.5) <p>Demonstrate and promoting resilience when:</p> <ul style="list-style-type: none"> • developing systems to support continuous quality improvement and effectiveness of the service for each child and family (24.4) • fostering innovation and managing change (24.5) <p>Challenge discrimination and oppression when:</p> <ul style="list-style-type: none"> • seeking to ensure that all workers are aware of the core values, vision and culture of the service and have opportunities to contribute to their development (24.1) • providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8)
<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"> • seeking to ensure that all workers are aware of the core values, vision and culture of the service and have opportunities to contribute to their development (24.1) • fostering innovation and managing change (24.5) • providing leadership, motivation and support to colleagues in ongoing self-evaluation (24.6) • providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8) <p>Recognise and value the contribution of others when:</p> <ul style="list-style-type: none"> • seeking to ensure that all workers are aware of the core values, vision and culture of the service and have opportunities to contribute to their development (24.1) • developing systems to support continuous quality improvement and effectiveness of the service for each child and family (24.4) • fostering innovation and managing change (24.5) • providing leadership, motivation and support to colleagues in ongoing self-evaluation (24.6) • providing opportunities to share and contribute to the development

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	<p>of integrated services and joint planning of services with other agencies and the community (24.8)</p> <p>Drive the creation of a learning and performance culture when:</p> <ul style="list-style-type: none"> • seeking to ensure that all workers are aware of the core values, vision and culture of the service and have opportunities to contribute to their development (24.1) • developing effective management and communication strategies so that each worker is clear about her/his role and responsibilities within the service (24.2) • developing and maintaining processes for developing, implementing and reviewing policies and operational plans for the service and for researching and evaluating innovation, impact, and change (24.3) • fostering innovation and managing change (24.5) • providing leadership, motivation and support to colleagues in ongoing self-evaluation (24.6)
<p>Empowering people</p>	<p>Empowering people:</p> <p>Enable leadership at all levels when:</p> <ul style="list-style-type: none"> • developing systems to support continuous quality improvement and effectiveness of the service for each child and family (24.4) • fostering innovation and managing change (24.5) • providing leadership, motivation and support to colleagues in ongoing self-evaluation (24.6) <p>Drive a knowledge management culture when:</p> <ul style="list-style-type: none"> • developing effective management and communication strategies so that each worker is clear about her/his role and responsibilities within the service (24.2) • developing and maintaining processes for developing, implementing and reviewing policies and operational plans for the service and for researching and evaluating innovation, impact and change (24.3) • developing systems to support continuous quality improvement and effectiveness of the service for each child and family (24.4) • fostering innovation and managing change (24.5) <p>Promote professional autonomy when:</p> <ul style="list-style-type: none"> • seeking to ensure that all workers are aware of the core values, vision and culture of the service and have opportunities to contribute to their development (24.1) • fostering innovation and managing change (24.5) • providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8) <p>Involve people in development and improvement when:</p> <ul style="list-style-type: none"> • seeking to ensure that all workers are aware of the core values, vision and culture of the service and have opportunities to

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	<p>contribute to their development (24.1)</p> <ul style="list-style-type: none"> developing systems to support continuous quality improvement and effectiveness of the service for each child and family (24.4) providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8)
<p>Collaborating and influencing</p>	<p>Collaborating and influencing when you:</p> <p>Lead partnership working when:</p> <ul style="list-style-type: none"> providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8) <p>Influence people when:</p> <ul style="list-style-type: none"> developing effective management and communication strategies so that each worker is clear about her/his role and responsibilities within the service (24.2) fostering innovation and managing change (24.5) providing leadership, motivation and support to colleagues in ongoing self-evaluation (24.6) providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8) <p>Understand and value the perspectives of others when:</p> <ul style="list-style-type: none"> providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8)
<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"> developing and maintaining processes for developing, implementing and reviewing policies and operational plans for the service and for researching and evaluating innovation, impact and change (24.3) developing systems to support continuous quality improvement and effectiveness of the service for each child and family (24.4) fostering innovation and managing change (24.5) providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8) <p>Promote creativity and innovation when:</p> <ul style="list-style-type: none"> developing and maintaining processes for developing, implementing and reviewing policies and operational plans for the service and for researching and evaluating innovation, impact and change (24.3) fostering innovation and managing change (24.5)

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	<ul style="list-style-type: none"> • providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8) <p>Lead and manage change when:</p> <ul style="list-style-type: none"> • developing and maintaining processes for developing, implementing and reviewing policies and operational plans for the service and for researching and evaluating innovation, impact and change (24.3) • developing systems to support continuous quality improvement and effectiveness of the service for each child and family (24.4) • fostering innovation and managing change (24.5) • providing opportunities to share and contribute to the development of integrated services and joint planning of services with other agencies and the community (24.8)
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