

Leadership Capability Grid (LCG)
Standard for Childhood Practice 25

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 engaging with the business management of the services you provide, 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"> • undertaking organisational and workforce development planning, taking account of the individual learning plans of workers (25.5) • developing, implementing and evaluating relevant business, operational and work plans as appropriate to your role (25.6) <p>Promote a public service ethos when:</p> <ul style="list-style-type: none"> • developing, implementing and evaluating relevant business, operational and work plans as appropriate to your role (25.6) <p>Think and plan strategically when:</p> <ul style="list-style-type: none"> • developing procedures for effectively administering the service provided, including promoting the effective use of technology (25.1) • developing procedures for the safe selection, recruitment, induction and retention of workers (25.3) • planning and controlling budgets, identifying and managing priorities and risks (25.4) • undertaking organisational and workforce development planning, taking account of the individual learning plans of workers (25.5) • developing, implementing and evaluating relevant business, operational and work plans as appropriate to your role (25.6)
Self-leadership	<p>Displaying self leadership when you:</p> <p>Demonstrate and adapt leadership when:</p> <ul style="list-style-type: none"> • undertaking organisational and workforce development planning, taking account of the individual learning plans of workers (25.5) <p>Enable intelligent risk-taking when:</p> <ul style="list-style-type: none"> • having procedures in place to manage the physical resources of the service including the physical environment and health and safety (25.2) • planning and controlling budgets, identifying and managing priorities and risks (25.4) • developing, implementing and evaluating relevant business, operational and work plans as appropriate to your role (25.6) <p>Demonstrate and promote resilience when:</p> <ul style="list-style-type: none"> • planning and controlling budgets, identifying and managing priorities and risks (25.4)

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<p>Empowering people</p>	<p>Empowering people when you:</p> <p>Drive a knowledge management culture when:</p> <ul style="list-style-type: none"> • undertaking organisational and workforce development planning, taking account of the individual learning plans of workers (25.5) • developing, implementing and evaluating relevant business, operational and work plans as appropriate to your role (25.6) <p>Promote professional autonomy when:</p> <ul style="list-style-type: none"> • undertaking organisational and workforce development planning, taking account of the individual learning plans of workers (25.5) • developing, implementing and evaluating relevant business, operational and work plans as appropriate to your role (25.6)
<p>Creativity and innovation</p>	<p>Using creativity and innovations in your work when you:</p> <p>See opportunities to do things differently when:</p> <ul style="list-style-type: none"> • undertaking organisational and workforce development planning, taking account of the individual learning plans of workers (25.5) • developing, implementing and evaluating relevant business, operational and work plans as appropriate to your role (25.6) <p>Lead and manage change when:</p> <ul style="list-style-type: none"> • planning and controlling budgets, identifying and managing priorities and risks (25.4) • undertaking organisational and workforce development planning, taking account of the individual learning plans of workers (25.5) • developing, implementing and evaluating relevant business, operational and work plans as appropriate to your role (25.6)