

Leadership Capability Grid (LCG) Standard for Childhood Practice 7

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 a critical understanding of the theories and principles required to analyse and critically evaluate the programmes provided by the service, you can demonstrate leadership capabilities by:</p> |
| <p>Self-leadership</p> | <p>Displaying self leadership when you: Demonstrate and adapt leadership when:</p> <ul style="list-style-type: none"> • demonstrating an in depth knowledge and understanding of methods and underlying theories and are able to justify the content of programmes in relation to their relevance for children and young peoples' development (7.1) • knowing how to evaluate and further develop programmes in order to maximise the opportunities for effective engagement by children and young people (7.2) <p>Demonstrate and promote resilience when:</p> <ul style="list-style-type: none"> • demonstrating an in depth knowledge and understanding of methods and underlying theories and are able to justify the content of programmes in relation to their relevance for children and young peoples' development (7.1) |
| <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"> • demonstrating an in depth knowledge and understanding of methods and underlying theories and are able to justify the content of programmes in relation to their relevance for children and young peoples' development (7.1) • knowing how to evaluate and further develop programmes in order to maximise the opportunities for effective engagement by children and young people (7.2) <p>Drive the creation of a learning and performance culture when;</p> <ul style="list-style-type: none"> • knowing how to evaluate and further develop programmes in order to maximise the opportunities for effective engagement by children and young people (7.2) |
| <p>Empowering people</p> | <p>Empowering people when you: Drive a knowledge management culture when:</p> <ul style="list-style-type: none"> • demonstrating an in depth knowledge and understanding of methods and underlying theories and are able to justify the content of programmes in relation to their relevance for children and young peoples' development (7.1) |
| <p>Collaborating and</p> | <p>Collaborating and influencing when you: Influence people when:</p> |

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| <p>influencing</p> | <ul style="list-style-type: none"> • demonstrating an in depth knowledge and understanding of methods and underlying theories and are able to justify the content of programmes in relation to their relevance for children and young peoples' development (7.1) • knowing how to evaluate and further develop programmes in order to maximise the opportunities for effective engagement by children and young people (7.2) |
| <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 evaluate and further develop programmes in order to maximise the opportunities for effective engagement by children and young people (7.2) |