

Leadership Capability Grid (LCG) Standard for Childhood Practice 8

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.

Leadership Capability Grid (LCG)
Standard for Childhood Practice 8

<p>Leadership capabilities</p>	<p>When you have a broad and integrated knowledge and understanding of the scope and nature of relevant organisational frameworks and their ongoing development, 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"> • understanding the power of reflection on evidence to drive innovation and change (8.3)
<p>Self-leadership</p>	<p>Displaying self leadership when you: Demonstrate and adapt leadership when:</p> <ul style="list-style-type: none"> • showing an understanding of the principles that underpin organisational frameworks and policy statements in the service and consequently be able to encourage enjoyment, challenge, choice and relevance of provision for children and young people while responding to and supporting the requirements of families (8.1) • demonstrating informed knowledge of current innovations in framework and programme development and of how these may be integrated into practice (8.2) <p>Improve own leadership when:</p> <ul style="list-style-type: none"> • understanding the power of reflection on evidence to drive innovation and change (8.3) <p>Enable intelligent risk taking management when:</p> <ul style="list-style-type: none"> • showing an understanding of the principles that underpin organisational frameworks and policy statements in the service and consequently be able to encourage enjoyment, challenge, choice and relevance of provision for children and young people while responding to and supporting the requirements of families (8.1) <p>Demonstrate and promote resilience management when:</p> <ul style="list-style-type: none"> • showing an understanding of the principles that underpin organisational frameworks and policy statements in the service and consequently be able to encourage enjoyment, challenge, choice and relevance of provision for children and young people while responding to and supporting the requirements of families (8.1)
<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"> • showing an understanding of the principles that underpin organisational frameworks and policy statements in the service and consequently be able to encourage enjoyment, challenge, choice and relevance of provision for children and young people while responding to and supporting the requirements of families (8.1) • demonstrating informed knowledge of current innovations in

Leadership Capability Grid (LCG) Standard for Childhood Practice 8

	<p>framework and programme development and of how these may be integrated into practice (8.2)</p> <p>Drive the creation of a learning and performance culture when:</p> <ul style="list-style-type: none"> • showing an understanding of the principles that underpin organisational frameworks and policy statements in the service and consequently be able to encourage enjoyment, challenge, choice and relevance of provision for children and young people while responding to and supporting the requirements of families (8.1) • demonstrating informed knowledge of current innovations in framework and programme development and of how these may be integrated into practice (8.2) • knowing how to critically evaluate the process of framework and programme development and can make links and connections to framework development in related sectors and to developments both in other parts of the United Kingdom and internationally (8.4)
<p>Empowering people</p>	<p>Empowering people when you:</p> <p>Drive a knowledge management culture when:</p> <ul style="list-style-type: none"> • showing an understanding of the principles that underpin organisational frameworks and policy statements in the service and consequently be able to encourage enjoyment, challenge, choice and relevance of provision for children and young people while responding to and supporting the requirements of families (8.1) • demonstrating informed knowledge of current innovations in framework and programme development and of how these may be integrated into practice (8.2) • understanding the power of reflection on evidence to drive innovation and change (8.3) • knowing how to critically evaluate the process of framework and programme development and can make links and connections to framework development in related sectors and to developments both in other parts of the United Kingdom and internationally (8.4)
<p>Collaborating and influencing</p>	<p>Collaborating and influencing when you:</p> <p>Influence people when:</p> <ul style="list-style-type: none"> • showing an understanding of the principles that underpin organisational frameworks and policy statements in the service and consequently be able to encourage enjoyment, challenge, choice and relevance of provision for children and young people while responding to and supporting the requirements of families (8.1) • demonstrating informed knowledge of current innovations in framework and programme development and of how these may be integrated into practice (8.2)

Leadership Capability Grid (LCG)
Standard for Childhood Practice 8

<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">• showing an understanding of the principles that underpin organisational frameworks and policy statements in the service and consequently be able to encourage enjoyment, challenge, choice and relevance of provision for children and young people while responding to and supporting the requirements of families (8.1)• demonstrating informed knowledge of current innovations in framework and programme development and of how these may be integrated into practice (8.2)• knowing how to critically evaluate the process of framework and programme development and can make links and connections to framework development in related sectors and to developments both in other parts of the United Kingdom and internationally (8.4)
---	--