

**Leadership Capability Grid (LCG)**  
**LSILADD06 Manage learning and development in groups**

**Summary**

The leadership capabilities and bullets in this LCG are based on the front line worker 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, Scottish Social Services Council (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

The Performance (P) and Knowledge (K) within the LCG from the National Occupational Standard are there as only as examples of where leadership can be demonstrated. They are not meant to include all possible Performance and Knowledge that may be used to demonstrate your leadership capability.

**Leadership Capability Grid (LCG)  
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<b>Leadership capabilities</b>	<b>When managing learning and development in groups you can demonstrate leadership capabilities by:</b>
<b>Vision</b>	<p>Providing a vision for those with whom you work and your organisation when you:</p> <ul style="list-style-type: none"> <li>• Promote social service values when managing learning and development in groups (<b>P1-3, 5-7; All K</b>)</li> </ul>
<b>Self-leadership</b>	<p>Displaying self leadership when you:</p> <ul style="list-style-type: none"> <li>• Demonstrate and adapt leadership when managing learning and development in groups (<b>All P; All K</b>)</li> <li>• Take intelligent risks when managing learning and development in groups (<b>P1, 8; K14</b>)</li> </ul>
<b>Motivating and inspiring</b>	<p>Motivating and inspiring others when you:</p> <ul style="list-style-type: none"> <li>• Inspire people by personal example (<b>All P; All K</b>)</li> <li>• Support the creation of a learning and performance culture (<b>All P; All K</b>)</li> </ul>
<b>Empowering</b>	<p>Empowering people when you:</p> <ul style="list-style-type: none"> <li>• Involve people in development and improvement (<b>P1-3, 5-7; All K</b>)</li> </ul>
<b>Collaborating and influencing</b>	<p>Collaborating and influencing when you:</p> <ul style="list-style-type: none"> <li>• Influence people (<b>P1-3, 5-7; All K</b>)</li> <li>• Understand and value the perspectives of others (<b>P1-3, 5-7; K4, 11-13</b>)</li> </ul>
<b>Creativity and innovation</b>	<p>Using creativity and innovations in your work when you:</p> <ul style="list-style-type: none"> <li>• See opportunities to do things differently (<b>P4; K2, 5, 7, 9, 13</b>)</li> <li>• Promote creativity and innovation (<b>P4; K K2, 5, 7, 9, 13</b>)</li> </ul>