

Leadership Capability Grid (LCG)
SFJEB5 Supervise and enforce interventions in the community

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 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.

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Leadership capabilities	When supervising and enforcing interventions in the community you can demonstrate leadership capabilities by:
Vision	<p>Providing a vision for those with whom you work and your organisation when you:</p> <ul style="list-style-type: none"> • See how best to make a difference when working with individuals (P2-8, 13-15; K1-9, 13), assessing intervention needs (P1, 3) and monitoring compliance (P11-16; K1-3, 5-11) • Communicate and promote ownership of the vision when working with individuals (P2-8, 13-15; K1-9, 13), seeking advice & support (P14, 16; K3), working with others (P3, 10-11), recording and reporting (P17) and the provision of updated information (P10) • Promote social service values when working with individuals (P2-8, 13-15; K1-9, 13), working with others (P3, 10-11, 14, 16; K3) and recording and reporting (P17) • See the bigger picture (P2-8, 11-16; K1-9, 5-11,13)
Self-leadership	<p>Displaying self leadership when you:</p> <ul style="list-style-type: none"> • Demonstrate and adapt leadership when supervising and enforcing interventions in the community (All P; K) • Take intelligent risks when supervising and enforcing interventions in the community (P7, 9, 14-16; K1-10, 13) • Demonstrate and promote resilience (P8-9, 11-16; K1-11, 13) • Challenge discrimination and oppression (P7; K14)
Motivating and inspiring	<p>Motivating and inspiring others when you:</p> <ul style="list-style-type: none"> • Inspire people by personal example (P2-8, 10, 13-16; K1-9, 13) • Recognise and value the contribution of others (P2-8, 10, 13-16; K1-9, 13)
Empowering	<p>Empowering people when you:</p> <ul style="list-style-type: none"> • Enable leadership at all levels (P2-8, 10, 13-16; K1-9, 13)
Collaborating and influencing	<p>Collaborating and influencing when you:</p> <ul style="list-style-type: none"> • Promote partnership working (P2-8, 10, 13-16; K1-9, 13) • Influence people (P2-8, 10, 13-16; K1-9, 13) • Understand and value the perspectives of others (P2-8, 10, 13-16; K1-9, 13)