Leadership Capability Grid (LCG)
SFTMVC3 Recruit and place volunteers

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**.**

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Leadership capabilities	When recruiting and placing volunteers you can demonstrate leadership capabilities by:
Vision	Providing a vision for those with whom you work and your organisation when you: • Promote social service values when working with and placing potential volunteers (**P**1-4, 8, 9. 12; **K**1, 6-36) and working with others (**P**9) • See the bigger picture (**P**7, 11-12; **K**1, 18-19, 27-36)
Self-leadership	Displaying self leadership when you: • Demonstrate and adapt leadership when recruiting and placing volunteers (All **P**; **K**1, 13-36) • Take intelligent risks when recruiting and placing volunteers (**P**7, 11-12; **K**1, 13-36)
Motivating and inspiring	Motivating and inspiring others when you: • Inspire people by personal example (**P**1-4, 8, 9. 12; **K**1, 6-36) • Recognise and value the contribution of others (**P**1-4, 8, 9. 12, **K**1, 6-36)
Empowering	Empowering people when you: • Involve people in development and improvement (**P**1-4, 8, 9. 12, **K**1, 6-36)
Collaborating and influencing	Collaborating and influencing when you: • Promote partnership working (**P**1-4, 8, 9. 12, **K**1, 6-36) • Influence people (**P**1-4, 8, 9. 12, **K**1, 6-36) • Understand and value the perspectives of others (**P**1-4, 8, 9. 12, **K**1, 6-36)