

**Leadership Capability Grid (LCG)**  
**SCDCCLD0333: Promote the recruitment of staff in childcare settings**

**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 individuals, 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 own managers and other professional with whom you work

The Performance (P) and Knowledge (K) within the LCG 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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<b>Leadership capabilities</b>	<b>When promoting the recruitment of staff in childcare settings you can demonstrate leadership capabilities by:</b>
<b>Self-leadership</b>	Displaying self leadership when you: <ul style="list-style-type: none"> <li>• Improve own leadership when you seek advice (P34; K28)</li> </ul>
<b>Motivating and inspiring</b>	Motivating and inspiring others when you: <ul style="list-style-type: none"> <li>• Recognise and value the contribution of others (P9,34; K9,10,20)</li> <li>• Support the creation of a learning and performance culture (P27; K28)</li> </ul>
<b>Empowering</b>	Empowering people when you: <ul style="list-style-type: none"> <li>• Enable leadership at all levels (P11-13; K 8,9,17)</li> <li>• Support the creation of a knowledge and management culture by seeking and providing information to enable understanding (P23; K9,28,)</li> <li>• Involve people in development and improvement (P34; K17)</li> </ul>
<b>Collaborating and influencing</b>	Collaborating and influencing when you: <ul style="list-style-type: none"> <li>• Promote partnership working (P9; K20)</li> </ul>