

This document illustrates some connections that you can make between your dementia learning and the six leadership capabilities.

Introducing the leadership capabilities

The Scottish Social Services Council (SSSC) has been working with the social service workforce to develop leadership at all levels, including citizen leadership from people who use care services or their carers. There are six leadership capabilities which are needed to support good leadership in social services. These are:

- vision
- self-leadership
- creativity and innovation
- collaborating and influencing
- motivating and inspiring
- empowering.

Promoting Excellence in dementia practice

People with dementia, and those close to them, need workers who:

- understand how dementia affects them
- will promote their rights and quality of life
- embrace high standards of care and support
- can protect them when necessary.

The [Promoting Excellence learning framework](#) (SSSC and NHS Education for Scotland, 2011) details the knowledge and skills that you will need to achieve to become the highly skilled workers and leaders that people with dementia need you to be.

The four practice levels within the framework represent the type of knowledge and skills that workers should have according to their role and practice setting. The practice levels (as illustrated below) do not relate to a worker's seniority within their profession or organisation. Instead they relate to the contact that a worker has with people with dementia, families and carers, and their particular responsibilities in care, treatment and support.

Informed

The dementia informed practice level outlines the baseline knowledge and skills required by everyone working in health and social service settings, including in a person's own home.

Skilled

The dementia skilled practice level outlines the knowledge and skills required by all workers that have direct and/or substantial contact with people with dementia and their families and carers.

Enhanced

The enhanced dementia practice level outlines the knowledge and skills required by workers that have more regular and intense contact with people with dementia, provide specific interventions or manage services.

Expertise

The expertise in dementia practice level outlines the knowledge and skills required for workers who by virtue of their role and practice setting play an expert specialist role in the care, treatment and support of people with dementia.

Following the publication of Scotland's [national dementia strategies](#) (Scottish Government, 2010 and 2013) frontline workers, passionate about making a difference to the lives of people with dementia, have emerged as leaders across social service and health settings. Many of these leaders have taken on additional roles to support the learning and development of others. For example, [Dementia Ambassadors](#) are working alongside [Dementia Champions](#) across Scotland to lead change and improvement. You can view examples of their leadership activities on [SSSC news](#) online.

You can use Promoting Excellence alongside the leadership capabilities to guide and to evidence your own professional development. Below we describe some examples of knowledge and skills in Promoting Excellence and show how these relate to the six leadership capabilities. We then show you where to find free learning resources and real examples of dementia leadership which can be used to support you in your development.

Vision

Vision is about seeing how best to make a difference. An awareness of the national picture of dementia care and support, and a commitment to continuous learning, will help you to demonstrate vision. In the examples below we outline some of the knowledge and skills criteria in Promoting Excellence that demonstrate vision.

Informed

Appreciate that people with dementia, their families and carers are still able to have and maintain a quality of life valued by them.

Skilled

Knowledge of local professional, specialist and community and voluntary resources that provide services such as counselling, psychological or pharmacological supports, peer and group support.

Enhanced

Raise public awareness of the strategies and health and wellbeing promoting behaviours that may help prevent some forms of dementia.

Expertise

In-depth knowledge of positive approaches to enable and support people to be empowered to exercise rights and choices.

Self-leadership

Self-leadership is about taking initiative and making a positive difference, as well as taking responsibility for your own dementia learning. Below are some examples of self-leadership in Promoting Excellence.

Informed

Recognise when a person with dementia, their family or carers appear to be distressed, identify areas of concern, and respond appropriately.

Skilled

Respond appropriately to the diverse range of challenges that people with dementia may experience that reflect the impact of specific types of dementia.

Enhanced

Identify the complexities associated with dementia that may have legal and ethical implications, and act to safeguard the best interests of people with dementia, families and carers.

Expertise

Challenge any discrimination and stigma people with dementia may face within health and social care services and their wider communities.

Motivating and inspiring

Motivating and inspiring is about inspiring people through personal example, for example by recognising and valuing the rights and quality of life of people with dementia. Below are examples of how Promoting Excellence will help you to motivate and inspire others.

Informed

Provide relevant information or signpost to an appropriate person, or service, to enable people with dementia to access chosen community services and activities.

Skilled

Encourage and support the person with dementia to participate in therapeutic and recreational activities.

Enhanced

Work to maximise social inclusion by supporting people with dementia, families and carers, to access community organisations and supports and continue to engage in meaningful activity.

Expertise

Support and encourage all staff to adopt attitudes and practices that value the importance of existing natural community resources in supporting people with dementia.

Creativity and innovation

This is about using creativity and innovation to make changes in a person-centred way, which could be supporting people with dementia to develop new skills and make the most of new opportunities.

Informed

Knowledge of a range of communication methods to suit people who are experiencing confusion, memory or communication difficulties.

Skilled

Provide information and access to supports for risk enablement and maintaining independence, such as telehealthcare.

Enhanced

Engage with the person, their family and carers, to find out how their spiritual and cultural beliefs can be supported and harnessed to maintain their valued quality of life.

Expertise

Apply flexible and responsive approaches to eliminating risk aversion.

Collaborating and influencing

Collaborating and influencing is about understanding the value of working with people with dementia and their carers as equal partners, so that you can provide the best support possible. Here are some examples of collaborating and influencing in Promoting Excellence.

<p>Informed</p> <p>Interact with people with dementia, their families and carers, in a way that recognises their wishes and priorities.</p>	<p>Skilled</p> <p>Use the person's life story to support their engagement in meaningful activities relating to their interest and abilities.</p>	<p>Enhanced</p> <p>Engage with the person with dementia to establish the outcomes that are important to them, and support them to prioritise and achieve these outcomes.</p>	<p>Expertise</p> <p>Work with the person, their family and carers in responding to complex interpersonal and relationship issues associated with dementia.</p>
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Empowering

This is about supporting people with dementia to feel empowered and enabled. This could be by promoting leadership at all levels and understanding that people with dementia and their carers have the potential to become citizen leaders.

<p>Informed</p> <p>Interact with people with dementia in a person-centred way that recognises and uses their unique strengths and abilities.</p>	<p>Skilled</p> <p>Use legislative frameworks to support the person with dementia to exercise their rights and choices.</p>	<p>Enhanced</p> <p>Actively support people with dementia, their families and carers, to understand the legal frameworks that support choice and decision making.</p>	<p>Expertise</p> <p>Demonstrate leadership in shaping service design and delivery that reflects co-production, participation, empowerment, enablement and community capacity building.</p>
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The above examples are just part of the picture. Please see the full [Promoting Excellence framework](#) to find out more.

Find Promoting Excellence learning resources and further guidance online at www.sssc.uk.com/promotingexcellence

Other resources to support your practice:

- Stories of leadership in dementia practice on SSSC News Online: ssscnews.uk.com/tag/dementia
- SCIE Dementia Gateway: www.scie.org.uk/dementiagateway
- Dementia Services Development Centre: dementia.stir.ac.uk
- Step into Leadership: www.stepintoleadership.info
- Information and resources from Alzheimer Scotland: Action for Dementia: www.alzscot.org/information_and_resources
- Playlist for life www.playlistforlife.org.uk



Real examples of leadership in dementia practice



Find examples of leadership in dementia practice by exploring the winners and finalists of Scotland's Dementia Awards online.

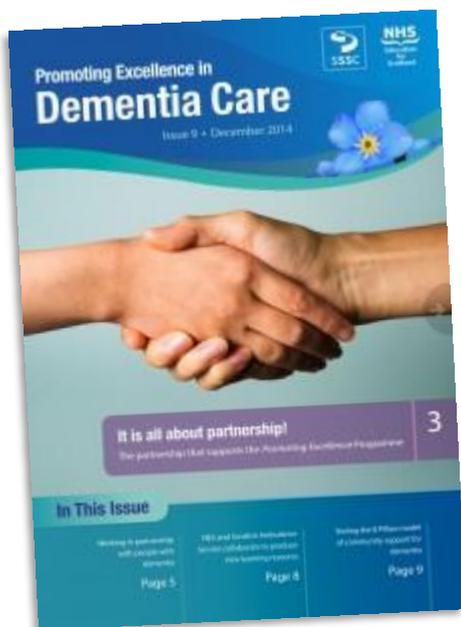
Scotland's Dementia Awards
sda.dementiascotland.org

Pictured: Cameron House Gaelic Initiative,
CrossReach, Inverness

Winners of Best Innovation in Continuing Care,
2014

Dementia Ambassadors and Champions

Learn about the initiatives of Scotland's Dementia Ambassadors and Champions by subscribing to the SSSC [e-newsletter](#) and visiting [SSSC News](#) online.



Promoting Excellence in Dementia Care newsletter

Keep up to date with developments in the Promoting Excellence in Dementia Care newsletter.

This newsletter shares the efforts of leaders across health and social services. These leaders represent the managers, supervisors, frontline workers and citizens who are working in partnership and having a positive impact on the lives and experiences of people with dementia, their families and carers and also the workers providing care and support.

Issues can be found on SSSC news online or on the Dementia Managed Knowledge Network at www.knowledge.scot.nhs.uk/dementia

Want to find out more? Email us at promotingexcellence@sssc.uk.com