

**Leadership Capability Grid (LCG)
SCDCCLD0328: Manage a small-scale childcare business**

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 Codes of Practice and other legal and organisational requirements within your roles and responsibilities
- display leadership potential for managers and other professionals 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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Leadership capabilities	When managing a small-scale childcare business you can demonstrate leadership capabilities by:
Self-leadership	Displaying self leadership when you: <ul style="list-style-type: none"> • Improve own leadership (P13,33; K28) • Demonstrate and promote resilience when adapting practice and overcoming barriers (P33,39)
Motivating and inspiring	Motivating and inspiring others when you: <ul style="list-style-type: none"> • Inspire people by personal example (P11; K23) • Recognise and value the contribution of others (P1,34) • Support the creation of a learning and performance culture (P13; K28)
Empowering	Empowering people when you: <ul style="list-style-type: none"> • Support the creation of a knowledge and management culture by seeking and providing information to enable understanding (P1,10,13,20,24,28; K35-37) • Promote professional autonomy (P10,11,13; K28) • Involve people in development and improvement (P34; K17)
Collaborating and influencing	Collaborating and influencing when you: <ul style="list-style-type: none"> • Promote partnership working (P10; K17) • Influence people (P10,11; K10) • Understanding and valuing the perspectives of others (P10,21,23,34; K14,17)