Leadership Capability Grid (LCG)
SCDHSC0033 Develop your practice through reflection and learning

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
- 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 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.

Leadership capabilities	When developing your practice through reflection and learning you can demonstrate leadership capabilities by:
Vision	Providing a vision for those with whom you work and your organisation when you: • See how best to make a difference for through your own reflection and learning (**P**1-2, 5, 8-12, 15-17; **K**1-3, 7, 8, 12-13) • Communicate and promote ownership of the vision when working with others to develop your practice (**P**1-2, 5, 8-10, 12-14, 17; **K**7) and through your personal development plan and your records (**P**13, 18, 19; **K** 8-13) • Promote social service values through active participation and personalisation (**P**1-2, 5, 8, 16-17; **K** 1-3, 7, 10), when working others (**P**8-10, 13, 17, **K**7) and when analysing and evaluating practice and effectiveness of development activities (**P**3-4, 6, 11, 16; **K**8-13) • See the bigger picture when demonstrating knowledge and practice of organisational, local and national policies and procedures (**P**3, 5, 6, 8, 13, 16, 18-19; **K**1, 4)
Self-leadership	Displaying self leadership when you: • Demonstrate and adapt leadership when reflecting on and working with others to develop your practice (All **P**; **K**7-13) • Improve own leadership by seeking advice (**P**2-5, 9-10; **K**9) and self-reflection (**K**8-13) • Take intelligent risks when reflecting on and implementing developed practice (**P**2, 11-12, 15-16; **K**13) • Demonstrate and promote resilience (**P**12-18; **K**10, 12-13) • Challenge discrimination and oppression (**K** 3)
Motivating and inspiring	Motivating and inspiring others when you: • Inspire people by personal example (**P**1-2, 5, 8-10, 17; **K**7, 13) • Recognise and value the contribution of others (**P**1-2, 5, 8-10, 13, 17; **K** 7, 10) • Support the creation of a learning and performance culture (**P**1-2, 8, 13, 17; **K**7, 10)
Empowering	Empowering people when you: • Enable leadership at all levels (**P**1-2, 5, 8, 13, 17; **K**7, 9-10) • Support the creation of a knowledge and management culture (**P**1-2, 5, 8, 13, 17; **K**7, 9-11) • Promote professional autonomy (**P**5, 8; **K**7-13) • Involve people in development and improvement (**P**1-2, 5, 8, 13, 17; **K**7, 9-10)
Collaborating and influencing	Collaborating and influencing when you: • Promote partnership working (P1-2, 5, 8, 13, 17; **K**7, 9-10) • Influence people (**P**1-2, 5, 8, 13, 17; **K** 7, 9-10, 12-13) • Understand and value the perspectives of others (**P**1-2, 5, 8, 13, 17; **K**1-

	3, 7-13)
Creativity and innovation	Using creativity and innovations in your work when you: • See opportunities to do things differently (All **P**; **K**7-13) • Promote creativity and innovation (**P**12-17; **K**3, 10-13) • Support and manage change (All **P**; **K**3, 8-13)