Assessing Leadership Qualities for **Registered Managers**

Registered managers are valuable leaders in health and care. But strong leadership doesn't just happen. Managers develop the knowledge, skills and confidence to be a leader in health and care through their experiences and the ability to reflect and adapt as they grow in the role. To support this process they need the right support and access to meaningful continuing professional development opportunities.

The Leadership Qualities Framework (LQF) from Skills for Care

"focuses on the values and behaviours that provide the foundations for effective leadership in social care. It explains what good leadership looks like and describes the attitudes and behaviours needed for high quality leadership at all levels across the social care workforce". **Skills for Care**

https://www.skillsforcare.org.uk/resources/documents/Support-for-leaders-and-managers/Developing-leaders-and-managers/Leadership-Qualities-Framework/Leadership-Qualities-Framework.pdf

The MILE pathway A*ssessing Leadership Qualities for Registered Managers* based on elements from the Leadership Qualities Framework can be used to review and reflect on your performance as a leader, to identify your strengths and any areas where you may wish to develop further. It can also support recruitment and selection to leadership and management roles and inform the design of staff development and leadership learning programmes.

To use please consider the knowledge area and check the box that applies to you:

Knowledge area	Confident in this area	Not completely confident and would like to develop my understanding in this area
1- Define some of the core skills needed for strong and effective leadership in social care	☐	☐
2- Describe what compassionate leadership looks like in social care	☐	☐
3- Reflect on how own your own values and	☐	☐

principles influence and impact others		
4- Identify why effective communication is important for a leader in social care	☐	☐
5- Explain why coaching and mentoring may be effective communication tools in social care and in what contexts?	☐	☐
6- Describe any strategies and tools you use to reduce stress levels, build own resilience and support own wellbeing whilst meeting the responsibilities of your role and consider why managing self and own wellbeing benefits your team and service	☐	☐
7- Explain how to identify your own areas for further development, manage own learning and continuing professional development and the benefits of reflecting and learning from experiences	☐	☐
8- Explain why creating a culture of learning in your service is important	☐	☐
9- Outline how you encourage your staff team to take advantage of training and development opportunities	☐	☐
10- Outline the impact of engaging your team and others in decision making and service improvements	☐	☐
11- Describe the steps you take to improve performance within your staff team	☐	☐
12- Explain why developing and maintaining external partnerships and building effective and inclusive relationships within your service ensures the best health and care outcomes for the people we support	☐	☐
13- Identify the leader's role in setting the direction of the service and planning ahead strategically to support this	☐	☐

14- Consider your role as a manager in improving services through reviewing practice and seeking feedback from service users, family and your staff team	☐	☐
15- Describe the processes used within your service to identify any areas for change and to review and evaluate these	☐	☐
16- Identify how you address the need for change and how you articulate this to others and support them with this	☐	☐
17- Outline the importance of engaging individuals and those important to them in day-to-day practice, decision-making and reviews	☐	☐
18- Describe the proceses of managing risk effectively in social care and why positive risk taking is important in encouraging service user choice and independence	☐	☐
19- Explain why it is important to prioritise the wellbeing of your team in social care	☐	☐
20- Identify your understanding of HR processes within your service	☐	☐
21- Describe the importance of effective value-based recruitment in resource management and ensuring employment practices are free from discrimination and harassment in your service	☐	☐
22- Summarise why developing entrepreneurial skills and establishing a culture that supports innovation, change and growth is important as a leader in social care	☐	☐
23- Identify the impact of digital resources in social care and why leaders need a good understanding of their use and impact	☐	☐
24- Outline sources of funding for your organisation	☐	☐
25- Describe the role of strong financial awareness and leadership within your service	☐	☐

and the social care sector		
26- Identify the changing nature of adult social care and the impact of current developments on your service	☐	☐
27- Explain why having a clear understanding of your organisation's vision and strategy and communicating this at service level is crucial in supporting service improvements and development	☐	☐
28- Consider how leaders in social care can influence and impact the wider health and care system	☐	☐
29- Explain why a leaders in social care should understand where their service fits in the wider system	☐	☐
30- Identify how a positive attitude to integrated partnership working can benefit services and how you as a leader can model this to your team	☐	☐

Tick the box that corresponds to your current situation

1. *I'm a Registered Manager in*
   - ☐ West Sussex
   - ☐ East Sussex
   - ☐ Brighton &Hove
   - ☐ Not a Registered Manager but working in Social Care

Can we keep in touch?

If you're open to corresponding with us after this survey, please let us know how best to reach you! (This is optional, and we are committed to protecting your data.)

☐ <u>Via email at:</u>
☐ <u>Via phone at:</u>