Strengthening leadership in social services lead4al

Enablers of good leadership

Strategic vision and expectations are clear and communicated well; people feel supported, valued and respected; atmosphere of openness, trust and good relationships; work and achievements are acknowledged; levels of pay are sufficient to recruit and retain good staff; people have a voice and are treated fairly; responsibility is shared; people are self-aware and there is a culture of reflection, learning and development.



What do good
leaders need?

What do good leaders bring?

What do good leaders do?

How do good leaders engage?

How do people respond?

What difference What are the does it make?

Support

Challenge

Time to reflect and develop

Clear communication

Enabling culture

Recognition and understanding

Honesty, openness and authenticity

Self-awareness

Resilience

Courage and vulnerability

Adaptability

Knowledge, skills and experience

Readiness to keep learning

Curiosity and creativity

Foster shared purpose and set direction

Make decisions

Manage change and risk

Influence

Motivate, develop and empower

Communicate well

Build trust

Build and sustain relationships

> Understand and learn

Appreciate the importance of relationships

Are approachable and responsive

Model good practice

Support, coach and mentor

Are active and purposeful

Value diversity

People feel valued

People feel motivated. empowered and have trust in those around them

People feel safe and confident to raise issues or give feedback

Partners engage across boundaries and work together towards shared goals

Roles and responsibilities are clear

People are well informed

People know what support they will receive

Partners have mutual respect, share common purpose and value each other's contribution

outcomes?

A workforce that is trusted. skilled, confident and continually improving

Services that are responsive and that provide people with good support

There is an open and transparent culture where feedback and dialogue are valued

Risks or barriers to good leadership