

# Category information sheet

## Most effective approach to leadership and management

This award recognises employers who have a commitment to effective leadership and management at every level of their organisation.

### About the award

We're looking for employers who can demonstrate how their leaders and managers drive the vision, values and the direction of the organisation, how they are supported in their role and how they identify or recruit managers. Those entering will need to evidence the benefits that their leadership and management approach has on the care and support provided.

**Who should enter:** adult social care providing organisations across all sectors or individual employers in England.

### How to enter

The Accolades awards are free to enter.

We've prepared this category information sheet to help you put your entry together.

Look too at our entry guide for tips and rules of entry.

Online entries open on Tuesday 7 May 2019.

The closing date for entries is 21 June 2019.

[www.skillsforcare.org.uk/accolades](http://www.skillsforcare.org.uk/accolades)

Entry questions (350 word limit/500 words for Q6.)		Answers may include reference to:	Criteria
1.	How does the organisation approach leadership and management?	<ul style="list-style-type: none"> <li>▪ encouraging leadership at all levels</li> <li>▪ the management style of the organisation</li> <li>▪ the impact to leaders and managers</li> </ul>	Organisation approach to leadership and management
2.	How does the organisation identify leaders?	<ul style="list-style-type: none"> <li>▪ values and behaviours</li> <li>▪ engagement and communication</li> </ul>	Identification of leaders
3.	How does the organisation identify or recruit managers?	<ul style="list-style-type: none"> <li>▪ recruiting for values and behaviours</li> <li>▪ succession planning</li> </ul>	Recruitment of managers
4.	How does the organisation support leaders and managers?	<ul style="list-style-type: none"> <li>▪ induction</li> <li>▪ identifying learning and development needs</li> <li>▪ supervision and appraisal</li> <li>▪ retention</li> </ul>	Support for leaders and managers
5.	How do leaders and managers drive the vision, values and the direction of the organisation?	<ul style="list-style-type: none"> <li>▪ person centred care</li> <li>▪ responding to external policy drivers</li> <li>▪ workplace culture</li> <li>▪ benefits to staff</li> </ul>	Leaders and managers driving the vision, values and the direction of the organisation
6.	What impact does the leadership and management approach have on the care and support provided?	<ul style="list-style-type: none"> <li>▪ Feedback from people in need of care and support, families and advocates</li> </ul>	The difference being made to the people who need care and support