

CareTutor | LIVE Webinar

The Leadership Qualities Framework (LQF)
made simple: a practical tool for
developing leadership in adult social care

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What you will leave with

- ✓ Understand the LQF in plain English
- ✓ Choose one leadership priority
- ✓ Leave with a simple 30-day starting plan
- ✓ Know the funded routes to embed it

Decide: "What is the one leadership issue we most want to improve?"



Why this matters now in adult social care



✓ Leadership impacts culture, quality, consistency, retention



✓ Inconsistent leadership creates repeat problems



✓ The LQF turns “good leadership” into observable behaviours

Name your biggest “repeat issue” (quality, staffing, communication, accountability)

What is the LQF?

- ✓ Skills for Care framework focused on values and behaviours
- ✓ Describes what good leadership looks like at all levels
- ✓ Usable in any service, any role, any size

Agree internally: "We will use LQF as our shared language for leadership."

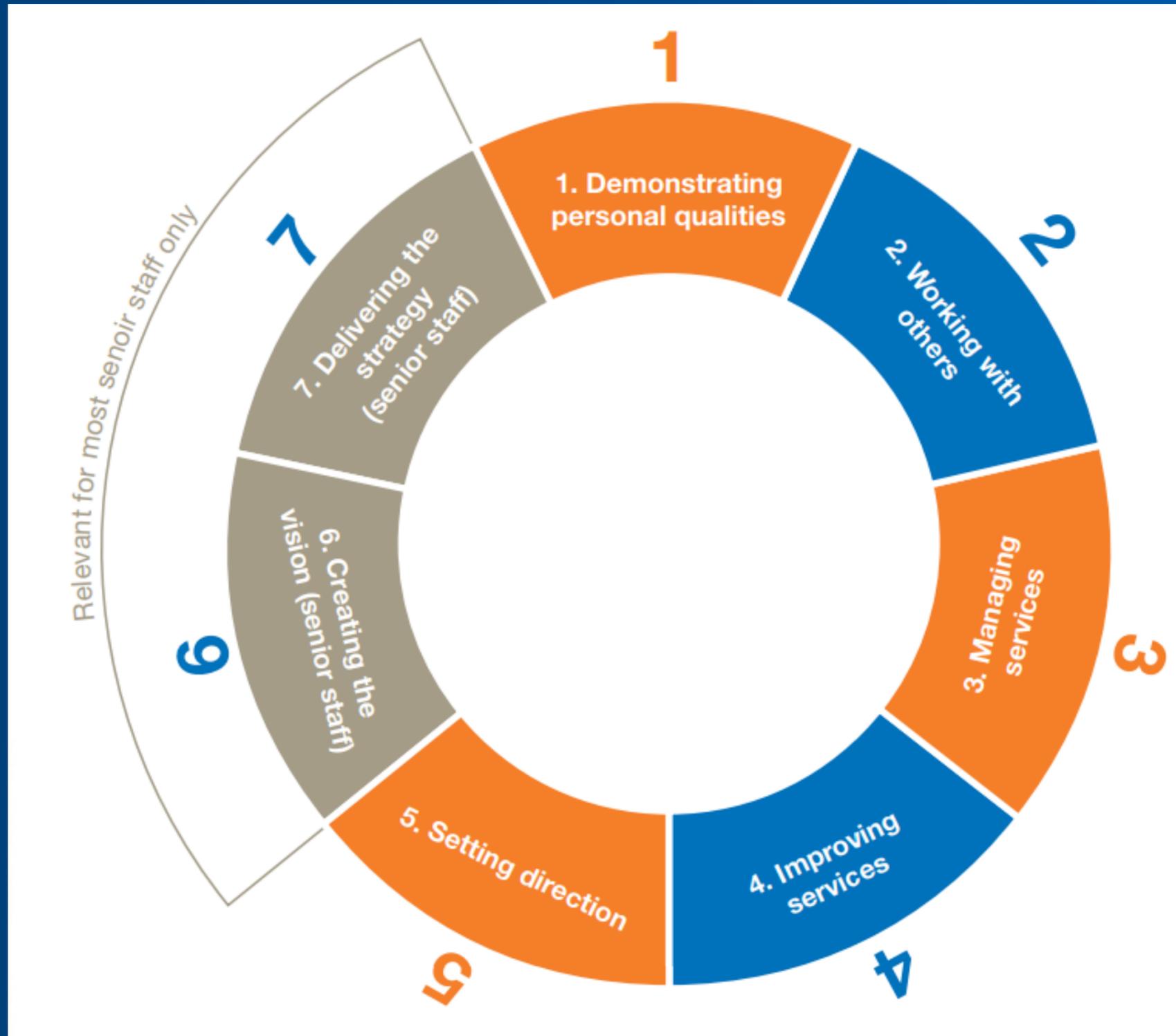
Note from  skillsforcare

The Leadership Qualities Framework is currently being updated to show how it aligns with the Care Workforce Pathway and will be available in March 2026.

 the Leadership Qualities Framework places leadership at the very heart of social care thinking driving its development, so we can meet the significant challenges ahead. 

Sharon Allen, CEO, Skills for Care

The LQF in one view



- ✓ You do not implement all at once
- ✓ Start with one priority and one dimension

Pick one dimension you will focus on first.

The “pick one” mapping tool

Consistency across shifts	Managing services
People problems and morale	Working with others
Repeat incidents and learning	Improving services
Lack of direction/priorities	Setting direction

Choose your pressure point and match it to one dimension.



What good looks like without extra paperwork

Turn a dimension into **3 observable behaviours**

Add it to what you already do:

- Supervision
- Team meetings
- Handover standards
- Spot checks

Write 3 behaviours using this stem:

- 1** “We will...”
- 2** “We will see this when...”
- 3** “We will evidence it by...”



A worked example you can copy

Problem: Inconsistent standards across shifts

Dimension: Managing services

3 behaviours: Clear shift expectations, structured handover, escalation rules

Evidence: Fewer repeats, improved audits, better confidence

Identify your own version of the example:

“Our repeat issue is...”

“Our behaviours will be...”

“Our evidence will be...”



The 30-day starter plan

Week 1: Choose priority + roles

Week 2: Agree behaviours + evidence

Week 3: Embed in supervision/meetings

Week 4: Review impact and next step

Set a date for your Week 4 review now.
Decide who owns the rollout (RM, Deputy, Team Leader)



What's coming next: LQF and the Care Workforce Pathway (March 2026)



- Skills for Care says **the LQF is being updated** to show how it aligns with the Care Workforce Pathway and will be available in March 2026.
- The Care Workforce Pathway is a universal career structure for adult social care, setting out the knowledge, skills, values and behaviours needed across roles.
- This means the LQF can help organisations connect leadership behaviours with wider workforce development and progression planning. (This is a practical inference based on Skills for Care's LQF update note + Care Workforce Pathway purpose.)
- Look out for future CareTutor webinars on applying the Care Workforce Pathway in practice.

How to embed this with funded support

Want structure and momentum? Use funded programmes:

- Lead to Succeed
- Well-led
- LCIC
- ✓ CareTutor supports tracking and evidence
- ✓ Next steps: book funded places, speak to us, links on website

Decide which group you want to develop first:

- Aspiring leaders and seniors (Lead to Succeed)
- Registered managers and leadership teams (Well-led)
- Change and improvement leads (LCIC)



Scan Here

Q&A

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Get in touch