

CareTutor

● LIVE Webinar

Understanding the Manager Induction Standards in practice

How to support new and aspiring managers in adult social care

📅 23.04.2026

🕒 11:00 AM BST



Speaker :

Mark Thomson

Who are we?

- ✓ Specialist video-based eLearning and LMS for adult social care
- ✓ 100+ CPD-accredited courses, with a new course released every month
- ✓ Mixed formats: live action filmed in real care settings, plus animations and scenarios
- ✓ Built with, and peer reviewed by, subject matter experts
- ✓ Backed by over 20 years' experience in the care sector
- ✓ Ideal for induction, refreshers and Care Certificate learning
- ✓ Feature-rich LMS to assign, track, report and download certificates
- ✓ Weekly virtual delivery of Skills for Care funded leadership training
- ✓ Bespoke eLearning to client specifications, available via SCORM for your LMS



Why this matters now

- ✓ Strong managers are critical to safe, well-led services
- ✓ New managers need more than goodwill and experience
- ✓ The Manager Induction Standards give a clear knowledge framework
- ✓ They support confidence, consistency and better leadership practice
- ✓ They can also support succession planning and service improvement



What are the Manager Induction Standards?

- ✓ A Skills for Care good practice framework
- ✓ Reviewed and updated in 2023
- ✓ Designed to support new and aspiring managers
- ✓ Focused on the knowledge managers should develop early in role
- ✓ Recommended as a benchmark for the first 6 months in post



Who are they for?

- ✓ Aspiring managers
- ✓ New managers
- ✓ Existing managers whose role has changed over time
- ✓ Organisations planning succession and future leadership
- ✓ Useful across small, medium and large providers, and different care settings



Why providers should care

- ✓ Creates a more consistent approach to manager induction
- ✓ Helps identify development needs early
- ✓ Gives managers a clearer foundation for the role
- ✓ Supports better preparation for leadership responsibilities
- ✓ Can provide useful evidence of good practice for CQC-relevant areas



The 11 standards

1. Leadership and management
2. Supporting and developing teams
3. Regulation and governance
4. Effective communication
5. Working with partners
6. Leading a person-centred service
7. Safeguarding and mental capacity
8. Making decisions
9. Managing resources
10. Learning and innovating
11. Personal development and wellbeing



What is new or stronger in the 2023 MIS?

- Stronger focus on the first 6 months in role
- New standards added:
 - Supporting and Developing Teams
 - Learning and Innovating

Expanded knowledge areas include:

- leadership and management styles
- integrated approaches
- recruitment and employment practices
- conflict management
- co-production
- health and wellbeing
- creating change
- personal wellbeing

What good use of MIS can look like in practice

- ✓ Use it as a structured induction framework
- ✓ Review development needs with a new or aspiring manager
- ✓ Build it into supervision and development planning
- ✓ Use it to guide succession planning conversations
- ✓ Keep it practical and proportionate, not overly bureaucratic



MIS Workbook

- ✓ Spot strengths and development needs quickly.
- ✓ Make supervision and induction discussions more focused.
- ✓ Record progress, actions and support in one place.
- ✓ Use it as a simple working tool, not just a one-off form.



MIS Workbook



Download Full Workbook on our website

skillsforcare CareTutor

Understanding the Manager Induction Standards in Practice

Practical workbook for supporting new and aspiring managers in adult social care

Prepared by CareTutor.

This workbook is based on the **Skills for Care Manager Induction Standards** and should be used alongside for Care guidance: [Manager induction standards](#)

What this workbook includes

- An overview of all 11 standards.
- A practical page structure for each standard.
- Space to rate confidence, note actions, and capture evidence.
- Light-touch signposting to relevant CareTutor support options.

Skills for Care is the source organisation for the Manager Induction Standards and related guidance referred to in this workbook.

How to use this workbook

The Manager Induction Standards are a **Skills for Care** good practice framework for aspiring, new and existing adult social care. Skills for Care recommends them as a benchmark for what new managers should work towards in their first six months in post. This workbook has been designed as a practical tool to help providers use the framework in a structured way alongside the original Skills for Care guidance.

It can be used during manager induction, probation reviews, supervision, deputy development, succession planning and leadership development discussions. The aim is to support meaningful conversations about manager development and to help teams cloud.microsoft is sharing your screen. Stop sharing [Hide](#) approach to preparing managers for Use the overview page to look across all 11 standards and identify priorities. Then use the individual standard

Standard 1. Leadership and management in adult social care

Based on the Skills for Care Manager Induction Standards. Practical prompts and suggested support options are provided by CareTutor.

What this standard means in practice	Clarifying role expectations, visible leadership, values-led decision-making, accountability, and how the service is led day to day.
Useful discussion prompts	What does good leadership look like in this service? How does the manager model values and set expectations? Where does the manager need more clarity or support?
Possible evidence or examples	Role discussion notes, induction records, leadership reflections, supervision notes, service priorities, and examples of visible leadership in practice.
Possible CareTutor support	Lead to Succeed, Well-led, and leadership-focused coaching conversations.

Current confidence	Priority level	Reviewer / manager	Review date
Red <input type="checkbox"/> Amber <input type="checkbox"/> Green <input type="checkbox"/>	High <input type="checkbox"/> Medium <input type="checkbox"/> Low <input type="checkbox"/>		

Manager reflection / notes	
Agreed actions	
Evidence or examples seen	
Support needed before next review	

How MIS links to wider Skills for Care support

- ✓ Introductory Modules for Managers are based on the MIS
- ✓ The MIS complements the Leadership Qualities Framework
- ✓ The Care Certificate supports managers who are new to social care
- ✓ MIS can be a foundation before later qualifications such as Level 5
- ✓ MIS is not a qualification, but it can support future development evidence

How this links to funded leadership development

- ✓ MIS gives the framework for what managers need to know
- ✓ Leadership programmes help build confidence and apply that knowledge
- ✓ Lead to Succeed supports aspiring managers and deputies
- ✓ Well-led supports registered managers and other managers
- ✓ Structured development helps turn standards into day-to-day practice



How CareTutor can support providers

- ✓ Help providers understand the Skills for Care MIS in practice
- ✓ Support leadership development around manager induction
- ✓ Deliver Skills for Care leadership programmes
- ✓ All six Skills for Care leadership programmes available through CareTutor
- ✓ Fully funded through LDSS for eligible adult social care employers in England (subject to eligibility and current funding rules)

Next Steps

Build confident, capable leaders in your organisation.

Fully funded. Virtual delivery. Skills for Care accredited.

- 👉 Register interest
- 👉 View training dates
- 👉 Speak to our team

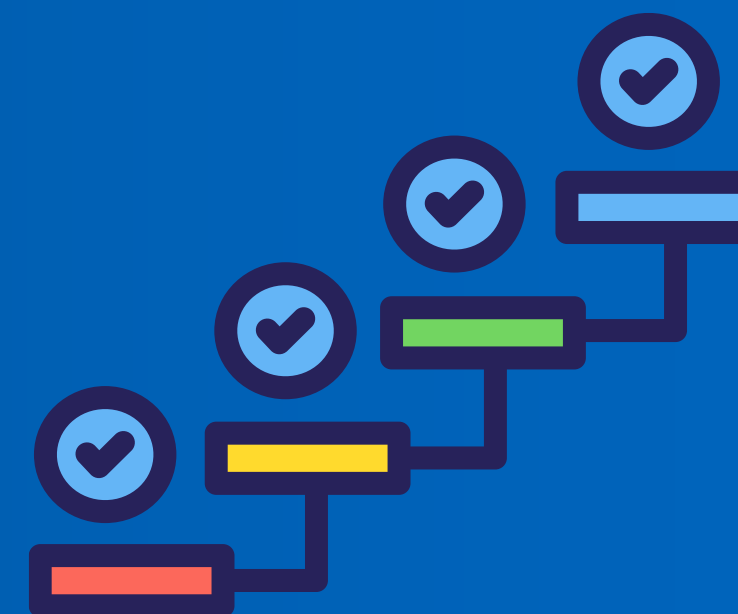


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Key message and next steps

- ✓ The MIS gives providers a practical framework for manager development
- ✓ It can support induction, confidence, succession planning and good practice
- ✓ It does not need to create unnecessary admin
- ✓ Start with the managers and leadership gaps that matter most
- ✓ Use Skills for Care resources as your foundation. Use funded leadership development to bring the standards to life in practice



Coming Soon!

TeamTalk

Share. Learn. Reflect. Evidence.

- ✓ Ready-made 15-minute micro-learning sessions
- ✓ Support reflective practice and inspection evidence
- ✓ Make team learning more engaging
- ✓ Save time and reduce prep
- ✓ Fits into the working day



Q&A

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