

BILD Practice Leadership Model **Model Arweinyddiaeth Ymarfer BILD**

Empowering Everyday Excellence in Support
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What is Practice Leadership

Practice leadership ensures that person-centred values are translated into consistent, high-quality support.

- Coaching, modelling, and guiding staff
- Driving consistent, person-centred, and rights-based practice
- Creating cultures of inclusion, dignity, and autonomy

Why Practice Leadership Matters

Effective practice leadership leads to:

- Better outcomes for people supported
- Increased staff confidence and capability
- Stronger teams and lower turnover
- Greater continuity, inclusion, and quality of life (*Bigby & Bould, 2018*)

Foundations of Practice Leadership

(Mansell et al., 2004)

- Focus on quality of life
- Organise staff effectively
- Coach and model good practice
- Provide supervision and feedback
- Support team reflection and development



The BILD Practice Leadership Model

Three interdependent domains:

- ◆ **Driving Excellence in Support**
- ◆ **Leading by Example**
- ◆ **Building Strong Teams**

A practical blueprint for embedding leadership at the point of delivery.



Driving Excellence in Support

Practice leaders:

- Know what matters to each individual
- Align support with rights and aspirations
- Monitor and improve quality of life
- Use feedback and data to guide improvement



Leading by Example

Practice leaders:

- Are visible and present in services
- Observe and model good practice
- Give coaching and real-time feedback
- Promote dignity, respect, and accountability



Building Strong Teams

Practice leaders:

- Set clear expectations and shared values
- Facilitate team learning and reflection
- Promote consistency in practice
- Create trust, safety, and shared responsibility



Supporting Practice Leaders

They need:

- Time for reflection and coaching
- Peer learning and ongoing development
- Alignment with organisational culture
- Skills in communication, leadership, and quality assurance



Practice Leadership

Final Thought

“Practice leadership turns values into action.”

By investing in skilled, confident practice leaders, we improve lives—one interaction at a time.

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