

Manager Induction Standards (MIS)



The Manager Induction Standards (MIS) set out what managers need to know, understand and be able to do in the role of a manager.



The Manager Induction Standards can be used in all care settings and are a measure of good practice. The 11 standards cover:

1. Leadership and management
2. Governance and regulatory processes
3. Communication
4. Relationships and partnership working
5. Person-centred practice for positive outcomes
6. Professional development, supervision and performance management
7. Resources
8. Safeguarding, protection and risk
9. Manage Self
10. Decision-making
11. Entrepreneurial skills and innovation.

How it helps new managers and deputies

You can use our Manager Induction Standards (MIS) with your deputy or aspiring manager to prepare them for a role in management or develop their skills and confidence. The evidence from completing the MIS can also be used to support a Level 5 qualification.

Who offers it?

The MIS can be self-taught and supported by peers (such as the existing registered manager or provider).

Is there funding available?

Not directly, but Skills for Care's [Workforce Development Fund](#) is available for the closely aligned Lead to succeed and Level 4 Certificate in the Principles in Leadership and Management for Adult Care.

When should it be undertaken?

Skills for Care recommends the MIS are undertaken after completing Lead to succeed. They can be undertaken in parallel with the Level 4 Certificate in the Principles of Leadership and Management for Adult Care.

How long does it take?

The timeframe can vary depending on the pace of the individual undertaking it and the support they receive. We would recommend allowing between six to twelve months to complete.

What else is available to help?

[Becoming a manager](#) is our practical workbook which helps learners think about, and apply, the MIS. This workbook costs £75 or it can be purchased alongside other essential publications in our [Care Manager Starter Pack](#) for £95.

The real life case studies and scenarios in our MIS [eLearning](#) help learners to reflect and complete self-directed learning. Each module costs only £15. Read more [here](#).

Lead to succeed and the Level 4 Certificate in the Principles of Leadership and Management for Adult Care are both closely aligned with the Manager Induction Standards, so undertaking either can be beneficial to learners.

What others say

Through my Manager Induction Standards I've learnt about the fundamental standards and what we need to improve.

Aspiring Manager, Aspiring manager pilot 2018



www.skillsforcare.org.uk/succession