

# Investors in People

A brief introduction to the IiP Standard,  
designed to improve performance through  
people

# What is Investors in People?

- ★ The IiP Standard was developed in 1990 by a partnership of leading businesses and national organisations.
- ★ Investors in People is a flexible Standard, which organisations can adapt for their own requirements, designed to improve performance and realise objectives through the management and development of their people.
- ★ Since it was developed, the Standard has been reviewed every three years to ensure that it remains relevant, accessible and attractive to all. The most recent review was completed in November 2004.
- ★ Based on the three principles of **Plan**, **Do** and **Review**, the Standard is broken down into 10 indicators. If an organisation meets all 10 it is awarded IiP recognition, and is subject to re-assessment within 3 years.
- ★ IiP UK manages its development, marketing, promotion and quality assurance.
- ★ There are currently over 30000 recognised organisations in the UK, and IiP UK has licence agreements with 20 other countries.
- ★ IiP was re-launched in May 2009 with additional stretch evidence requirements, and an opportunity for Bronze, Silver and Gold achievement recognition.

# The purpose and principles of Investors in People

## Purpose

The Investors in People Standard provides a framework that helps organisations to improve performance and realise objectives through the effective management and development of their people

## Principles

**Plan** . Developing strategies to improve organisational performance

**Do** . Taking action to improve organisational performance

**Review** . Evaluating the impact on organisational performance

These principles are broken down into 10 indicators. If an organisation meets all 10 it is awarded IiP recognition

# What does Investing in People Mean?

- ★ Everyone agrees that people are an organisation's greatest asset, and we all know that for an organisation to succeed everyone has to perform well.
- ★ To achieve this, people need the right knowledge, skills and motivation to work efficiently. No matter what the size or type of your organisation, the Standard is there to help you improve the way you work.
- ★ Investors in People recognises that organisations use different means to achieve success through their people. The Standard does not prescribe any one method, but it provides a framework to help you find the most suitable means for achieving success through your people.
- ★ How can you tell that your investment in people is making a difference? Having processes in place may be important, but will not necessarily lead to the results you desire. The best way of finding out what impact your investment in people has had is to talk to your people . to find out what difference it has made to their team and the organisation. Only then will you truly understand whether your investment in people has been worthwhile.

# Investors in People - Improving Performance through People



# The benefits of using Investors in People

- ★ Increased competitiveness, productivity and profitability
- ★ Improved reputation, motivation and morale
- ★ Reductions in staff turnover and lost time
- ★ Improved results, e.g. sales figures, cost control
- ★ Better employee relations
- ★ More effective communications and networking
- ★ Greater customer satisfaction
- ★ Improved skills, multi-skilling and team working
- ★ Smoother organisational change

## Does Investors in People have any drawbacks?

- ★ Not really but,
  - . It will not work if pursued in isolation.
  - . People's skills and knowledge need to be the right ones to meet the strategic objectives for the organisation
  - . Communication is key. People need to understand the organisational direction and be supported in achieving it.
  - . Senior management need to actively support the principles of IIP. Paying lip-service to get the badge will not work.
- ❖ *But don't worry – this is where ley hill can help.....*

# What does it take to implement Investors in People successfully?

## A) Develop Strategies to Improve the Performance of the Organisation

- ★ 1. **Business Strategy** - A strategy for improving the performance of the organisation is clearly defined and understood
- ★ 2. **Learning & Development Strategy** - Learning and development is planned to help achieve the organisation's objectives
- ★ 3. **People Management Strategy** - Strategies for managing people are designed to promote quality of opportunity in the development of the organisations people
- ★ 4. **Leadership & Management Strategy** - The capabilities managers need to lead, manage and develop people effectively are clearly defined and understood

# What does it take to implement Investors in People successfully?

## B) Take Action to Improve the Performance of the Organisation

- ★ 5. **Management Effectiveness** - Managers are effective in leading, managing and developing people
- ★ 6. **Recognition and Reward** - People's contributions to the organisation are recognised and valued
- ★ 7. **Involvement and Empowerment** - People are encouraged to take ownership and responsibility by being involved in decision-making
- ★ 8. **Learning and Development** - People learn and develop effectively

## C) Evaluate the Impact of the Performance of the Organisation

- ★ 9. **Performance Measurement** - Investment in people improves the performance of the organisation
- ★ 10. **Continuous Improvement** - Improvements are continually made to the way people are managed and developed

# What can we do to help?

- ★ Leyhill have a wealth of experience in:
- ★ working with managers and employees to develop a full understanding of liP
- ★ identifying the key benefits for you
- ★ establishing a clear picture of how liP dovetails with your business strategy and with any other improvement frameworks such as ISO 9001, EFQM, Balanced Scorecard and Customer Service Excellence
- ★ guiding you through all the stages required to prepare for/achieve external recognition
- ★ helping to embed the required people management skills and processes
- ★ providing post-recognition support ahead of any re-accreditation review



★ If you want to know more please take a look at our website:

**[www.leyhill.com](http://www.leyhill.com)**

★ Or you can call us on:

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