This presentation will cover

- What is Investors in People?
- What are the benefits?
- What is the process and how long does it take?
- Key to making it a success
- Typical investment over 3 years
Investors in People is the Standard for People Management

Our standard defines what it takes to lead, support and manage people well for sustainable results.
Benefits

Assurance on key management practices
• Drive investor, candidate and stakeholder confidence with consistent quality and standards.

Adopt high performing practices
• A structure for leadership development based around the characteristics of leading businesses

Measure and benchmark against others
• Understand strengths and weaknesses by introducing real data from other organisations.

Celebrate and recognise success
• Press and media engagement, demonstration to customers and demonstration to wider stakeholders. Clearly communicates employer brand and employee value proposition.

Context focused
• Contextualised assessment ensuring focus on the organisation and the ambition.
• Final assessment report with recommendations and action plan.
Impact

- **68% of accredited organisations** report an improved quality of leadership skills and 62% an improved quality of management policies.
- **47% of IIP organisations** see an improvement in staff’s ability to do their jobs.
- **54% of IIP organisations** report an increased level of staff commitment.
- If all UK businesses adopted an improved approach to people management, the UK economy could benefit from **an efficiency gain of £77bn**.
- **60% of Investors in People accredited firms** predict business growth, compared to the UK establishment average of 47%.

Impact of investing in people, IIP (2015)
Overview of the journey

Discovery & Context
Putting your ambition at the heart of the Standard. How are you doing currently?

Online Assessment
Understanding your employee’s views. The assessment gives everyone in your organisation the opportunity to have their say. Using online and offline methods, we list, collect and gather.

Employee interviews and observation

Assessment report
Detailed analysis, benchmarking and recommendations to drive your organisation forward.

3 months average
Investment (3 year’s accreditation cost)

- 0 - 50 employees - £4-6K for full assessment
- 50 – 100 employees - £6 - 7K for full assessment
- 100 – 500 employees - £7 - £13K for full assessment
- 500+ POA

(Guidelines subject to an individual proposal)
How to make it work (lessons from others)

✓ Aim high
Championing the message of your organisation's ambition and your commitment to people will help you to align everyone with the overall goals and objectives. Don’t fear the result; lean in and invite everyone to share in the results.

✓ Involve your people
We believe people are the engine of success for sustainable and profitable organisations. Engage your people in the assessment process, unlock their potential and you’ll reap the rewards.

✓ Senior sponsorship
From the top to the bottom, everyone in the organisation needs to be involved in the journey. Identify champions and trusted leaders within your organisation to drive improvement and change.

✓ Use the results
Your final assessment report is a comprehensive look at where your organisation sits against the standard for people management. Over 66% of IIP accredited organisations share their final report with all staff. It’s that transparency that sets apart the very best.
See how you compare
Generate your own free self-assessment report
www.investorsinpeople.com