



Doncaster CVS

Quality Systems



Investors in People (A National Standard of Good Practice)

Overview:

The Investors in People (IIP) Standard provides a framework of good practice which allows organisations' to improve their performance and realise objectives through the effective management and development of their people in line with business goals. Key changes involve customising IIP to focus on an organisations Key business priorities or Stretch in order to allow you to select additional evidence requirements beyond The Standard and allows Additional Recognition for those who want to work beyond The Standard to achieve either Bronze, Silver or Gold awards. It is:

- Externally assessed
- Accredited for life subject to mandatory 3 year reviews and updated every 3 / 4 years
- The Nationally and globally recognized Standard for people development.

Benefits:

Employee:

- Improve motivation
- Gain recognition
- Improve skills
- Gain greater job satisfaction
- Receive encouragement and praise
- Work as a team
- Good reputation to work in organisation with IIP standard
- Good working environment
- Better Training & Development activities
- More opportunities for continuous Learning and Development

Employer:

- Increase customer satisfaction
- Increase productivity/profit level
- Minimise wastage/enhance quality
- Gain competitive advantage through improved performance
- Ensures effective internal communication
- Better public recognition and reputation



Charity Registration No. 1084795
Company Registration No. 4107411

- Ties development activities to organisation objectives
- Provides a framework for planning future strategy and action
- Provide a structured way to improve effectiveness of Training and Development activities
- Review current policies and procedures.

Key Criteria:

Investors in People provides a flexible framework, which any organisation can adapt for their requirements. It mirrors the business planning cycle (Plan, Do, Review), making it clear for organisations' to follow and implement in their own planning cycle:

- **Plan** – Developing strategies to improve the performance of the organisation
- **Do** – Taking action to improve the performance of the organisation
- **Review** – Evaluating the impact on the performance of the organisation.

Utilising these three key principles, ten indicators within an organisation are looked at:

Plan

1. Business Strategy
2. Learning and Development Strategy
3. People Management Strategy
4. Leadership and Management Strategy

Do

5. Management Effectiveness
6. Recognition and Reward
7. Involvement and Empowerment
8. Learning and Development

Review

9. Performance Management
10. Continuous Improvement.

Time Frames:

It may be realistic to expect that an organisation could achieve Investors in People status within a year, but this will vary depending on the changes the organisation needs to make and how quickly they can put them into practice. To assist organisations' get started, a free business support tool is available which has been designed to guide them through development activities and help transform their performance. Built into the tool is a diagnostic that will give them a snapshot of how their current performance measures up. It is recommended they start with the preview first for a tour of how the tool works and the options available to them. Visit www.investorsinpeople.co.uk/interactive. The flexible nature of the Standard and Profile means that it can be used by organisations of all types and sizes.

Costs:

Organisations in Yorkshire and Humberside that wish to make further enquiries concerning Investors in People should contact Yorkshire and Humberside Assessment Limited (YHAL) who are licensed by Investors in People UK to advise for and assess Yorkshire and the Humberside based organisations' against the Investors in People Standard. www.yhal.org.uk

Support:

Support for implementing any quality system your group or organisation chooses is available by contacting Janet Gillott on Tel: 01302 343300 Ext 217

Doncaster CVS



Address: 5/6 Trafford Court, Doncaster DN1 1PN

Tel: 01302 343300

Fax: 01302 321121

Email: learning@doncaster.cvs.org.uk

Website: www.doncastercvs.org.uk