



People Performance Consulting

IIP Rising to the Challenge



If your business success depends on bringing out the best in people, then you need to put the best into your people.





Rising to the Challenge

Seven reasons to explore Investors in People

In times like these, Investors in People may be viewed as a luxury for your organisation. But with research finding that Investors in People makes a positive impact on service delivery, change management and employee engagement, can you afford not to work with Investors in People?

In an environment where every resource needs to be working as efficiently as possible, Investors in People will help every member of your team to be clear about where your organisation is going and what part they have to play in that journey – ensuring they have the skills, motivation and training to play that part to the full.

Your organisation is unique, with its own strengths, challenges and priorities. And so with Investors in People, you set the agenda – meaning that you can focus the framework around the priorities that matter most to you.

Seven Reasons to Explore: Investors in People

#1 Investors in People helps organisations meet their key business priorities

Investors in People is a truly flexible framework that focuses on your priorities to support improved performance. This means that you can work with the framework in a way that best suits your needs at any time.

This means that you can work with Investors in People to get to the heart of your issues and priorities, helping you to move forward and improve performance through people.

So whether it is managing change, increasing productivity or exploring where efficiencies can be made, you can tailor your work with Investors in People to gain a valuable insight into your organisation and its potential.

#2 Investors in People improves service delivery and organisational performance

Research by IES and Work Foundation provides compelling evidence that effective people management is linked to overall business success.

Finding that organisations with a comprehensive approach to people management perform better than those without, Investors in People is a leading framework that will ensure you have those people management practices in place.

#3 Investors in People helps organisations to continuously develop

Investors in People helps you to develop and implement effective strategies for your organisation's performance improvement. But not only that, the framework also supports you to review the results – a key factor in developing continuous improvement.

This is achieved through three key principles that are at the heart of the framework:

Plan: Develop strategies to improve performance

Do: Take action to improve performance

Review: Evaluate and improve performance

Testimonials

What our clients say about working with us.

"Grainville was the first organisation in Jersey to be acknowledged as an Investor in People in 1999. True to form we continue to invest in our staff, school governors, students and their parents and continue to proudly hold IIP status. The self-reflection process of IIP and the high quality feedback we receive justify our commitment to this very important 'people orientated' standard. Both the local consultant, Jackie Barrett and the external IIP consultant were highly professional and provided us with sound advice and very objective and informative feedback.

As a multi-million pound complex business we need to strategically plan and invest in our staff so that our vision and values are evident in everyday activities and positively impact upon our students and school community. In 2014 Grainville School became the first school to win both the Jersey Enterprise Awards for 'Not for Profit Organisation of the Year' and the company that does the most to 'Develop Skills'. Feedback from IIP supported our nomination and was duly recognised by the judges."

John McGuinness,
Head of Grainville School

"I have known Jackie for over 5 years and during that time she has been very supportive in her approach, constructive in her feedback and always willing to praise when you have achieved your goals. Jackie's approach over the years has been consistent, this makes it very easy to identify when you need to enlist her help and her impact is immediate. Recently she helped me prepare for a presentation which needed to be very specific in its content and delivered to a small audience. Her input was invaluable and the presentation was a success."

Stephanie Rose,
Director, Elian





Testimonials

What our clients say about working with us.

"Jackie has been supporting Viberts for a number of years on various different projects including a complete overhaul and implementation of the firms appraisal system and assisting us to achieve the Law Society's Lexcel Accreditation. What impresses us most about Jackie is her knowledge, flexibility and can do attitude. She took the time to get to know us and our business and only then did she present solutions which were suitable to us. The partners appreciate this style of approach and for this reason we will continue to work with Jackie on current and future projects where she can add value."

Steve Wise,
Practice Director, Viberts

"Jackie has excellent communication skills and is extremely approachable. Jackie has extensive knowledge and her experience enables her to assist others to build their own toolset allowing them to be able to respond more skilfully and appropriately to management challenges."

Karen Mercer,
Group Training & Development
Manager (Technical & Financial)

"Jackie devised and delivered a bespoke training program for our IFM Management Team, resulting in all participants attaining the CMI Level 5 Award in Leadership and Management. As a result of the program we were able to identify our acorns and are supporting them to attain Chartered status. Cannot recommend Jackie highly enough and we look forward to continuing to work closely with her in the future"

Linda Pinnock, FCIPD,
Associate Director HR
IFM Trust Limited

Seven Reasons to Explore: Investors in People, continued

#4 Investors in People gives focus and structure to organisations who are going through change

79% of employers accredited with Investors in People said that they found the framework helps organisations of all types to adapt to change and growth.

#5 Investors in People is a value for money framework for business improvement

93% of public sector employers agreed that Investors in People improves HR management and development, whilst 80% agree that it also improves operational management.

#6 Working with Investors in People increases employee engagement

Research conducted by the Cranfield School of Management found that organisations with Investors in People have higher levels of trust, co-operation and commitment among employees than those who don't.

Strength in these key areas will underpin any organisations successful achievement of a High Performing Workplace.

#7 Investors in People can help you recruit and retain high calibre employees

Research from the COI has shown that increasing commitment, effort and results by matching people development to business goals can lead to increased staff retention and a reduction in recruitment costs.

This matching of people management to business goals is a cornerstone of the Investors in People approach.

Investors in People:

- Energises stimulates and challenges organisations to make the most of their people and recognise their contribution
- Provides proven performance improvement and makes the most of the skills and talents of every one within an organisation
- Offers a unique link between individual and organisational growth
- Is straightforward and applicable to organisations of all sizes and sectors
- Offers stretch and challenge for organisations to help them continually develop their people and performance

As the official Investors in People partner in Jersey, PPC is committed to working with organisations across all industries to improve performance through people.

Whether you are new to Investors in People, working towards assessment or have been accredited for some time, we can help and support you in your work with the framework. To find out more about Investors in People and how the framework can support you in rising to any organisational challenges, contact Jackie for more information.





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