

	<p>Investors In People</p> 	<p style="text-align: center;">Raising Standards: Investors in People</p> <p>The process of implementing Investors in People is one of effecting a culture change. The change will ensure staff training, development and learning is moved up the management agenda:</p> <ul style="list-style-type: none"> ▪ Linking the training and development activities to the strategic aims of the organisation ▪ Showing that the effort in training and development provides payback at the organisational, departmental and individual levels <p>These changes also usually require a large number of small improvements across a wide range of business planning and training and development processes.</p>
	<p>Implementation</p>	<p>The process of implementing Investors is usually as follows:</p> <p>An initial diagnostic to establish the current position with regard to the following activities and practices:</p> <ul style="list-style-type: none"> • Business planning • Recruitment and induction • Job descriptions/skills profiles • Staff reviews / appraisals • “One to ones” • Training plans • The “payback” obtained from training and learning <p>As you might imagine, it is the focus on training “payback” that is one of the most powerful aspects of the standard. This is also the activity that companies usually need most help with as evaluating the impact of training presupposes that objectives were set for the training in the first place and that these objectives are in line with the needs of the business. Not often the case!</p> <p>The result of the diagnostic then crystallizes the plan of action for the implementation phase.</p>
	<p>Benefits</p>	<p>The benefits of Investors are considerable and would make an important contribution to the overall performance of any business. An independent report entitled “Building Capability for the 21st Century” surveyed over 2000 organisations which commented that the key benefits from Investors in People were:</p> <ul style="list-style-type: none"> • Improved productivity (70% of organisations) • Greater competitiveness (70%) • Increased customer satisfaction (80%) • Better corporate image (80%) • Better communications (90%) • More team working (90%)
		<p>For a consultative meeting or additional information, please contact a member of our sales team on 0208 460 3345. Alternatively, you can e-mail us at sales@stadius.com</p> <div style="text-align: right;">  <p>STATIUS MANAGEMENT SERVICES</p> </div>