



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.

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 Investors in People Standard is there to help you improve the way you work. You have to meet the same criteria – or 'indicators' – as other organisations, but the Standard recognises that you will meet them in your own way. 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.

The Investors in People Standard is based on three key principles:

- **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.





A. Developing Strategies to Improve the Performance of the Organisation

Investors in People develops effective strategies to improve the performance of the organisation through its people.

- 1. Business Strategy:** A strategy for improving the performance of the organisation is clearly defined and understood
- 2. Learning and 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 which managers need to lead, manage and develop people effectively are clearly defined and understood

B. Taking Action to Improve the Performance of the Organisation

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

C. Evaluating the Impact of the Performance of the Organisation

- 1. Performance Measurement:** Investment in people improves the performance of the organisation
- 2. Continuous Improvement:** Improvements are continually made on the way people are managed and developed

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