

# THE STANDARD

## INVESTORS IN PEOPLE - RAISING THE STANDARD OF GUERNSEY BUSINESS

Welcome to the first ever edition of The Standard, the newsletter which aims to give up to date information on the Investors in People Project in Guernsey.

### What is Investors in People?

Investors in People is the National Standard, which sets a level of good practice for improving an organisation's performance through its people.

The Standard provides a national framework for cohesive action through:

- Specifying the principles which tie training and development activity directly to business objectives
- Ensuring resources committed to training and development are put to the most effective use
- Providing a benchmark of good practice in training and development against which any organisation, large or small, can measure progress toward improved business performance.

One thing is certain: unlocking the potential of employees remains an objective that unites and inspires all in business and government.

### The Local Scene

In order for Guernsey organisations to become accredited against the Standard, Investors in People nationally have to work with a local partner who is licensed to award the Standard.

The Board of Industry is the Guernsey partner and the Training Agency manages the Project on their behalf.

Much of the work of the Training Agency concentrates on engendering a training and development culture on island. The Investors in People Standard is the very epitome of the work the Agency is involved with i.e. linking strategic planning to training and development.

Eric Jenkinson, an external advisor for Investors in People, re-iterated this: "It is not only a standard but also a business improvement tool. As a company strives for recognition it will also be improving its systems and standards as it progresses".

Natwest Offshore are to be congratulated on recently achieving the Standard through the Jersey Pilot Project.

### Guernsey Pilot Project

The Board of Industry launched Investors in People in June of last year and in September the following five local companies formed the first Pilot Project working towards the Standard in Guernsey:

NP GROUP  
WOOLWICH GUERNSEY LTD  
SPECSAVERS OPTICAL GROUP LTD  
GUERNSEY SOCIAL SECURITY AUTHORITY  
NRG DISTRIBUTION

Since then, ERNST & YOUNG and SSL INTERNATIONAL GUERNSEY have joined and a further ten companies have expressed an interest in working towards the Standard.

Eric Jenkinson has recently been working closely with the pilot companies and was keen to highlight that "Guernsey is now the only place in the world working to the very latest, bang up-to-date, Investors in People Standard".

### The Steering Group

A Steering Group for Investors in People (Guernsey Project) exists to maintain and enhance the reputation of the Standard through quality assurance, development work and the overseeing of the management of the intellectual property of the Standard for the Guernsey Project. The members are as follows:

Gillian Snedden - *Specsavers Optical Group Ltd*  
David Packman - *Natwest Offshore*  
Larry Granger - *Offshore Electronics Ltd*  
Mike Tidd - *Barings (Guernsey) Ltd*  
Chris Hurley - *Civil Service Board*  
Stuart Le Maitre - *Board of Industry*

### Resources

The Training Agency is slowly but surely building up a set of resources including literature and videos which aim to support local companies working towards the Standard.



INVESTORS IN PEOPLE  
(Guernsey Project)

### Further information is available from Fiona Naftel:

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