

THE STANDARD

INVESTORS IN PEOPLE - RAISING THE STANDARD OF GUERNSEY BUSINESS

We are pleased to present the second edition of The Standard, published to keep you informed on the progress of the Investors in People Project within Guernsey.

Update from the UK

Investors in People UK celebrated their 10th birthday in 2001. Over this relatively short time Investors in People has become the premier tool for harnessing the power of people development to improve an organisation's performance. More than 24,000 organisations are currently recognised as Investors in People and over 24% of the UK workforce are now working towards the Standard.

Whilst Investors in People UK's principle challenge is to encourage more organisations to work with the Standard, it wants to ensure that organisations continue to gain value from being an Investor in People.

It is currently midway through a project looking at the long-term development of Investors in People in order to ensure that it remains at the forefront of the people management and development agenda. Outcomes from this Project will be available later in 2002, and we will keep you informed.

Recruitment and Selection Model

In today's changing environment, one of the biggest challenges facing HR Managers is recruiting and retaining employees with the right skills. A framework of good practice - the Recruitment and Selection Model, has been developed in conjunction with employers, practitioners and the CIPD as a self-assessing product to assist employers with recruitment issues.

The model follows the similar simple format of the Investors in People Standard, ensuring that it is a valuable business tool for all organisations regardless of their Investor in People status. Details are available from the Training Agency.

Local Scene

In May 2001, the Board of Industry secured the Main Licence for Investors in People for Guernsey. This followed the successful conclusion of the Pilot Programme with 5 local organisations having achieved recognition.

The Agency continues to manage the project on behalf of the Board of Industry.

A further 10 organisations have achieved recognition with some 12 organisations working towards achieving the Standard. This means that 9% of the working population in Guernsey currently works for an organisation who is working with or towards the Standard.

Guernsey was represented at the Investors in People International Conference 2001, which took place in Amsterdam. It came to light that outside the UK, Guernsey has the highest percentage of organisations within its jurisdiction working towards or having achieved the Standard.

Our success has led to a delegation from South Africa visiting Guernsey in January 2002, in order to learn more about the value of Investors in People and how the Project was implemented locally.

Continuing Professional Development

Those that manage the Investors Project within their organisation are termed 'Internal Facilitators' and the Agency has facilitated several training days in 2001 including an introduction to the Standard and an overview of ISO 9000 and the Business Excellence Model in relation to Investors.

There are eight advisers registered locally to support organisations with their journey to Investors in People, and the Agency is responsible for ensuring they too are provided with up-to-date information and Continuing Professional Development. A portfolio of Advisers is available from the Training Agency.

At the beginning of March, a website for Investors in People Guernsey will be launched as '*iipguernsey.com*'. The website will provide a basic introduction to the principles of Investors in People, details of resources and locally accredited companies, plus contact details for more information.



Resources

The Agency has a range of Investor in People publications designed to provide useful information for those either new to, or working towards the Standard. Additionally a brochure, specifically for local organisations, is being finalised outlining a step-by-step approach to achieving the Standard. If you would like more information, please contact the Agency.

Achieving the Standard - Is it for you?

Being recognised as an 'Investor in People' involves a number of steps:

- Understanding the Standard and its strategic implications for your organisation
- Undertaking a review against the Standard to identify any gaps in current practice
- Making the commitment to meet the Standard and communicating that commitment to all members of staff
- Planning and taking action to bring about change
- Bringing together evidence for assessment against the Standard
- Achievement or recognition as an Investor in People
- Working to keep the culture of continuous improvement alive, including regular re-recognition.

Investors in People is a practical tool that can help you to harness the training and development within your organisation to meet your business goals.

If you think you or your organisation would benefit from learning more, please contact the Training Agency who will be happy to send you an information pack or meet with you to discuss your options.

Local Organisations recognised as Investors in People

Abacus Financial Services Group

Barings Guernsey Group

Civil Service Board

Deutsche Bank International Limited

Ernst & Young (Guernsey Office)

Guernsey Social Security Authority

Jenkinson Consulting (Guernsey Office)

KdeP Glass

LTSB Independent Financial Advisers

NatWest Offshore Limited

NP Group Services

NRG Distribution

Services for People with a Learning Disability

Specsavers Optical Group Limited

Woolwich Guernsey Limited

For further information contact:

Fiona Naftel (Project Manager) or Jana Morgan at the Training Agency

Telephone 01481 721555. Fax 01481 701155.

email jmorgan@trainingagencyguernsey.com