



New choices, new opportunities

A short guide to the new approach from Investors in People South Africa

“(IIP) has given me a framework to stimulate the thinking of knowledge workers... the Framework has helped me, from a strategic perspective, to improve the skills of my people on a consistent basis.

Martin Lessing,
Manager
Glacier

“Our biggest gain was actually going through that assessment period, because people found it very motivating... People came to me and said, ‘I also want to participate’”

Erika Hagen,
Business Manager
Glacier

An exciting new development from Investors in People is now available, bringing in the single biggest change to The Standard since it was first launched 17 years ago and offering you more choice and opportunity to focus on the issues most relevant to you.

The challenges of the current economic climate impact greatly on an organisation’s ability to deliver targets and manage change effectively.

Investors in People have combined the Standard and Profile into one framework giving you the opportunity to explore, in more depth, the areas that are most important for your organisation.

This means that you can use your work with Investors

in People to get to the core of your organisational issues and priorities, helping you to move forward and improve performance through people.

For example, if your organisation has a priority to manage change, you could work with your assessor to focus on areas such as culture, leadership, skills and consultation to get the most value from your Investors in People implementation.

But this is just one option – whether your priority is building leadership, managing more for less, increasing productivity or maximising profitability, Investors in People can be tailored around you, meeting your organisational needs and any identified objectives.



Erika Hagen
Business Manager
Glacier



Robert Goff
Head of HR
Sanlam Personal Finance



Martin Lessing
Manager
Glacier

Useful link:

iIP Interactive:
www.investorsinpeople.co.uk/interactive

A free organisational improvement tool, Interactive will guide you through development activities that will help you to improve performance.

There are a number of elements that make up the new approach from Investors in People and these include:

FOCUS

The new approach will have your priorities and needs at its centre. This means that your work with Investors in People will be focused around your requirements, helping you to drive your organisation forward to where you want to be.

EXTENDED FRAMEWORK

You can now work with Investors in People as an extended framework, with the core Standard at its centre. You will still need to meet the requirements of The Standard to be an Investors in People organisation, but you can now take the opportunity to explore additional areas of the framework to provide stretch and challenge.

CHOICE

The new approach will give you more choice when it comes to your work with Investors in People. By exploring the framework as a whole and selecting elements that are the most relevant to your organisation rather than concentrating on the core Standard alone, you can link your assessment or review directly to your own organisational objectives and priorities.

ADDITIONAL RECOGNITION

if you wish to explore more than the core Standard during an assessment, you could achieve an additional recognition for meeting more evidence requirements. By achieving Investors in People Gold, Silver or Bronze your work with the wider framework can be recognised.



**INVESTORS
IN PEOPLE** | **South
Africa**

With your organisation's priorities at its centre, the new approach will be a **subtle yet powerful shift** in emphasis which will mean you can use Investors in People to **focus on your chosen organisational objectives**, rather than solely the requirements of the Investors in People core Standard.

If you are a recognised organisation and would like to discuss the new approach, please contact us and we will get in touch. However, if you are new to Investors in People let us know and we will be in touch to discuss your needs. To find out more about Investors in People, visit our website at www.iipsa.co.za for more information.

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