

## What is Investors in People?

Investors in People is a continuous business improvement framework and National Quality Standard that was developed to support businesses through times of change and economic uncertainty using recognized best practices. Developed in 1990 by a partnership of leading businesses and national organizations in the UK, the Standard helps organizations improve performance and realize objectives through the management and development of their people

Successfully used by organizations in over 70 countries, Investors in People is the only internationally recognized framework that uses a 'people oriented' approach to business improvement.

## Benefits to Your Organization

Investors in People focusses your organization in three areas to enhance the performance and development of your team:

1. The development of learning and management strategies for employees and managers
2. Activities that improve performance including empowerment, recognition and management effectiveness
3. Performance measurement of, and continuous improvements to, the people development plan




Investors in People uses a flexible approach that ties the development of your team members into the objectives and key performance indicators of the organization. It ensures that your development strategy is in line with your organization's goals and that people development strategies improve your bottom line.

## Investors in People and Management Solutions

Management Solutions is the Quality Centre for Investors in People in Bermuda. We are licenced by Investors in People International to promote and oversee Investors in People activities in the region.

We also undertake Investors in People advisory work in a number of other jurisdictions and are working with a number of organizations to achieve accreditation. We have a highly qualified team of Specialists in Bermuda and the UK.

Specifically, we provide three core services:

-  We identify companies who want to take the accreditation journey to Investors in People and provide **advisory support** to enable these companies to attain accreditation.
-  When organizations are ready to be assessed for accreditation, we **provide qualified assessors** to perform the assessment process.
-  In between assessment periods (every three years), we stay in touch with our clients to ensure they are **prepared for pending assessments**.

The following Bermuda and Cayman based companies have achieved Investors in People Accreditation:

- The ACE Group of Companies (Silver)
- The Argus Group (Gold)
- Bacardi Ltd. (Gold)
- BF&M Insurance (Gold)
- KPMG
- Rosedon Hotel
- KPMG (Cayman)
- Caribbean Utilities Company

## The Accreditation Journey

The path to Investors Accreditation has three steps:

### Stage 1

#### Diagnostic Review

The objective of the Diagnostic Review is to effectively benchmark your organization against the key indicators of Investors in People. We identify your organization's readiness for accreditation.

### Stage 2

#### Implementation




The implementation phase of the Project would involve a member of our Investors in People Specialist Team working closely with the Key Company Representative, supported by their Investors in People Advocate Team. We guide the organization to develop an internal team to move learning and development activities to Investors in People Standards.

### Stage 3

#### Assessment

Upon completion of the Implementation Stage of the Investors in People Project, your organization requests an Assessment through Management Solutions Ltd., who would then engage Investors in People International to conduct the exercise.

Organisations that achieve a total of:

-  65 evidence requirements or more will achieve Investors in People Bronze accreditation.
-  115 evidence requirements or more achieve Investors in People Silver accreditation.
-  165 evidence requirements or more will achieve Investors in People Gold accreditation.

