

Investors in People

The Standard for People Management



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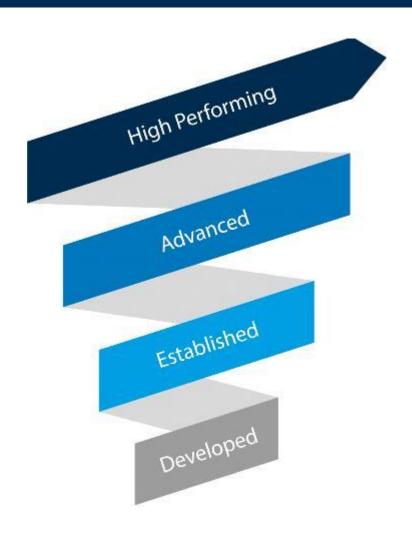






Introducing the performance model

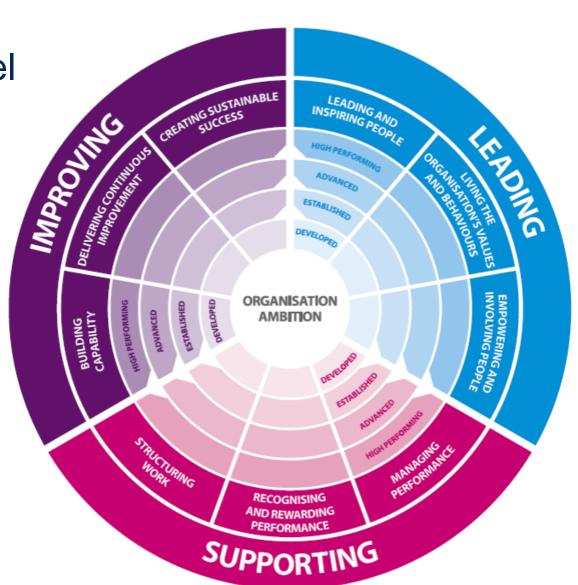
- Are practices driving performance?
- Are your people aligned to your ambition?
- How do you know you are improving?





Understanding the performance model

- 4 stages underpin every indicator
- Building from 'Developed' to 'High Performing'
- Reflecting the stages of maturity that teams and organisations must pass through to achieve high performance





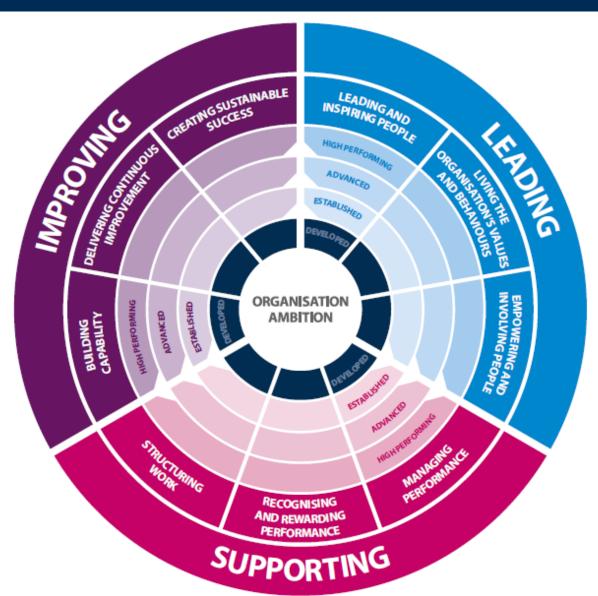
Developed level

Practices

- in place
- communicated
- understood

Leaders and People

know what is expected





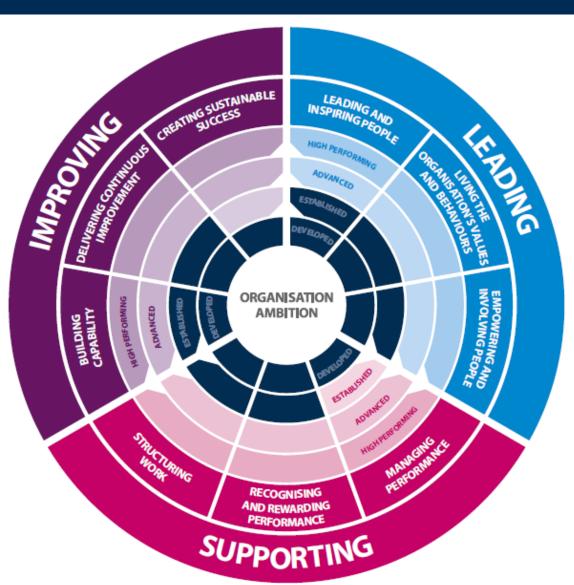
Established level

Practices

consistent and appropriate

People and leaders

actively engaged in practices

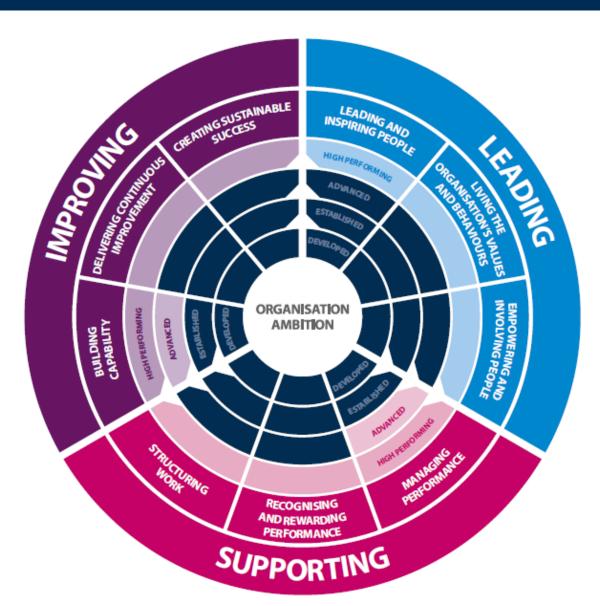




Advanced level

People and Leaders

- take ownership of practices
- actively drive positive outcomes





High Performing level

Practices

- fully embedded
- integrated across functions

People and Leaders

- accountable
- continuously looking to improve

