

Investors in People

The Standard for People Management

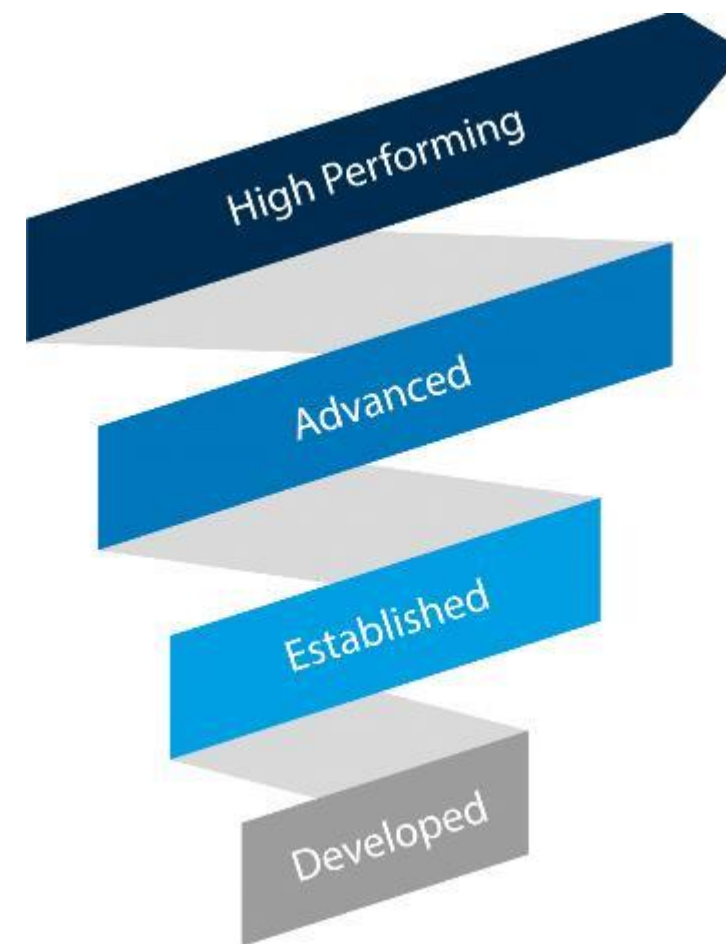






Introducing the performance model

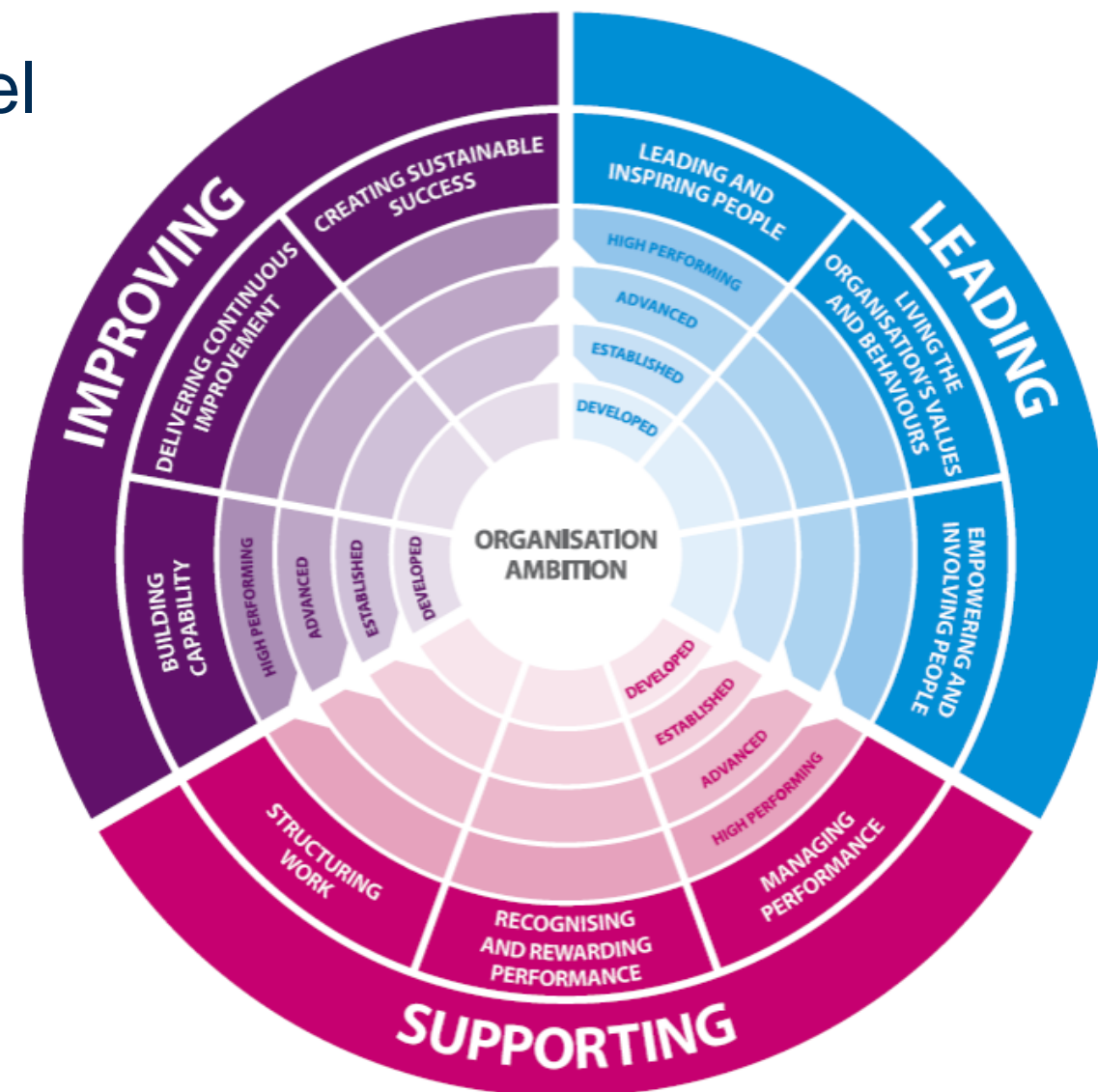
- Are practices driving performance?
- Are your people aligned to your ambition?
- How do you know you are improving?





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





The performance model

Developed level

Practices

- in place
- communicated
- understood

Leaders and People

- know what is expected





The performance model

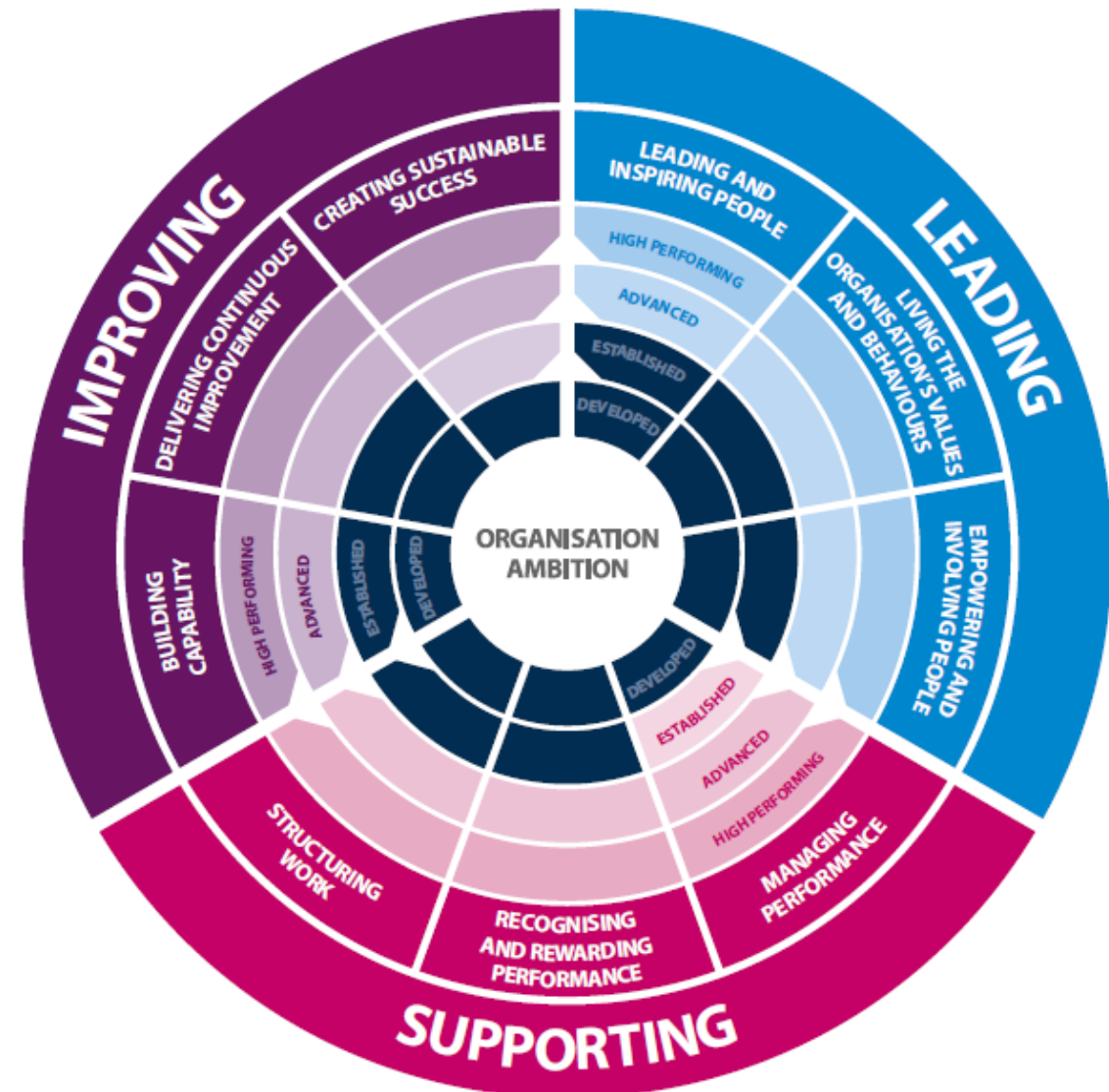
Established level

Practices

- consistent and appropriate

People and leaders

- actively engaged in practices





The performance model

Advanced level

People and Leaders

- take ownership of practices
- actively drive positive outcomes





The performance model

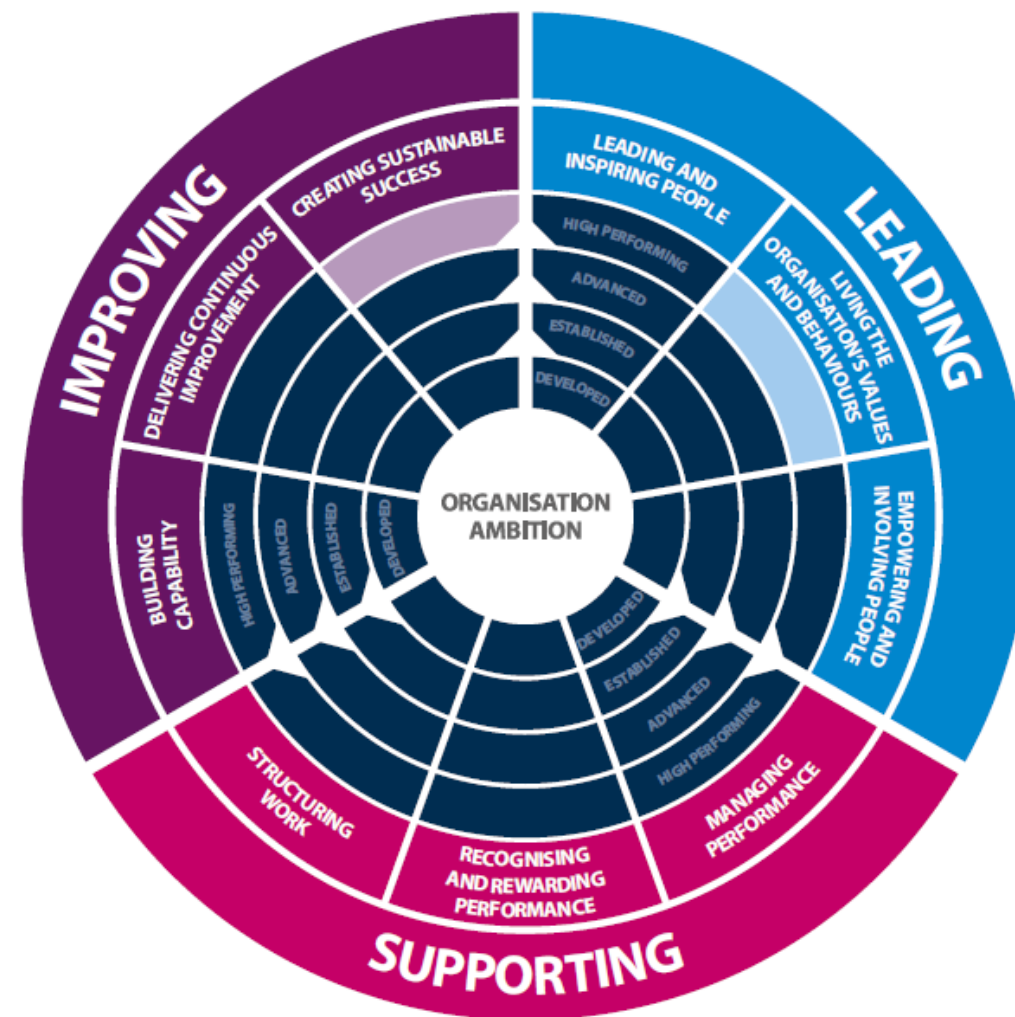
High Performing level

Practices

- fully embedded
- integrated across functions

People and Leaders

- accountable
- continuously looking to improve





INVESTORS
IN PEOPLE

