

The Investors in People (IIP) Standard

The Standard is a recognised tool which focuses on improving the performance of a business through managing and developing its people. Basically, the standard provides a flexible framework for organisations like the Museum to ensure that everyone who works for them gets the right knowledge, skills and motivation to work efficiently.

The IIP Standard

The IIP standard is based on the Business Planning cycle of Plan-Do-Review. There are 10 indicators of the IIP standard which organisations must meet to gain accreditation. Achievement of the standard indicators is based on an assessment of the organisation through interviews with people in the organisation. The groups that are of interest are top managers, managers and other members of the workforce.

A wide variety of companies across the UK have achieved the IIP Standard, including: Royal Botanic Gardens Kew, BBC, Sainsbury's, Metro, British Gas, and many others.

IIP and the Museum

By committing to achieving IIP it is hoped that the Museum can become a better employer and that it becomes a better place to work. IIP is a tool that can be used to help us as an organisation to value and motivate people who work here. Through improved methods of consultation and involvement we hope to empower, recognise and reward their efforts.

Our Corporate Plan, departmental plans and individual work plans will be aligned so that we are all working towards the same goal and that all people know what that goal is. The way we learn, manage and lead in the organisation also become a focus for improvement.

In addition Learning and Development will become more strategically aligned with corporate objectives and Management effectiveness will come under the spotlight as a tool for improving performance.

Continuous improvement is a key part of IIP and once we achieve it we will be on the road to continuous improvement.

For further information about Investors in People, please refer to the Investors in People website on www.investorsinpeople.co.uk