



INVESTORS IN PEOPLE

***“Investors in People is  
the greatest success story  
of people management”***

John Cridland,  
Deputy Director-General CBI

# Investors in People working with Finance

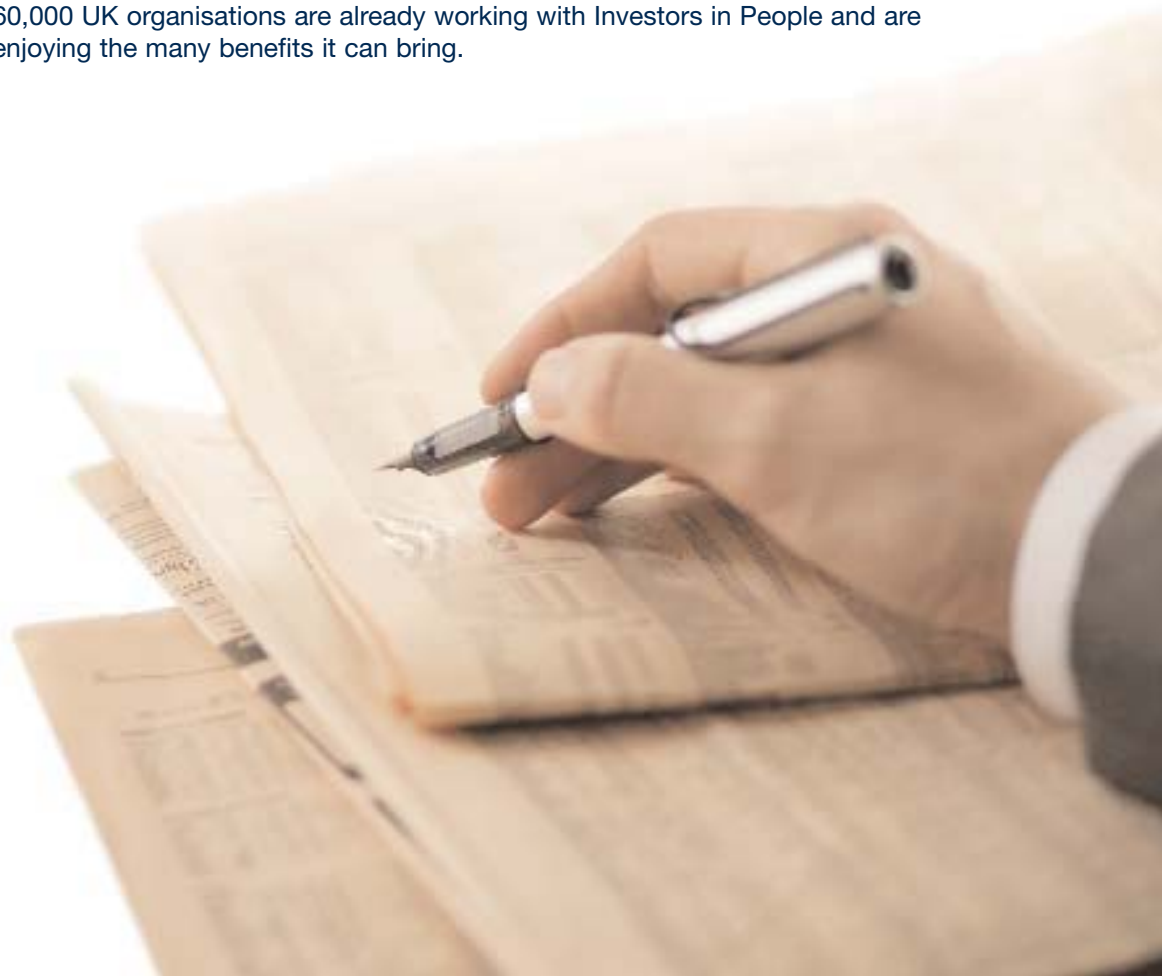
Delivering benefits to the Finance sector

## Are you experiencing any of these industry-wide issues?

- Improving staff recruitment and retention
- Tackling increased competition, and technological innovation
- Compliance with regulations and legislation

**If your organisation is experiencing any of these common issues now or in the future then it is more important than ever to look at new approaches to help overcome them and gain an advantage over your competitors.**

Investors in People can help you achieve continued and measurable business improvement resulting in higher levels of productivity, better controls over costs and increased customer satisfaction, continuously improving your business in a time of change. Designed to advance the performance of businesses through their people, 60,000 UK organisations are already working with Investors in People and are enjoying the many benefits it can bring.



## ✓ Investors in People improves staff recruitment and retention

**“76% of all organisations believe that Investors in People leads to improved staff commitment”**

(source IIP Tracking Study 2006)

One in two people working in financial services are looking to change jobs because they are overworked, stressed and critical of the failure of their employers to ease staff shortages. The CIPD believe the average recruitment cost to replace a staff member is at least £3,500.

Keeping people in the business has huge benefits, they are less likely to leave your organisation if they are committed and motivated. If they know what part they play and have the skills needed then they understand that they are a vital element of the business. The Standard and Profile gives you the framework to ensure you are attracting, motivating and retaining the right people, delivering added value to the organisation and saving recruitment costs.

## ✓ Investors in People is proven to boost bottom line performance

**“As a result of working with Investors in People, Prudential experienced a 33% rise in pre-tax profits in 2005.”** Prudential

Nearly 70% of recognised organisations believe Investors in People delivers bottom line results. With increased competition, made more prevalent by the growing global market, and the ability to attract and retain customers, it is more important than ever to gain that competitive advantage in order to increase sales and productivity.

People are an organisation’s greatest asset, and to succeed everyone has to perform well. And although 75% of bosses agree that effective development of employees is vital or important to the future productivity of their organisation, only one in three put it at the top of their agenda. (source: Future Foundation Nov 04)

## How does Investors in People equate to a competitive advantage?

For many companies a crucial and indispensable benefit of working with Investors in People is that it encourages and demands organisations to evaluate their practices effectively to ensure they are getting the right return on investment.

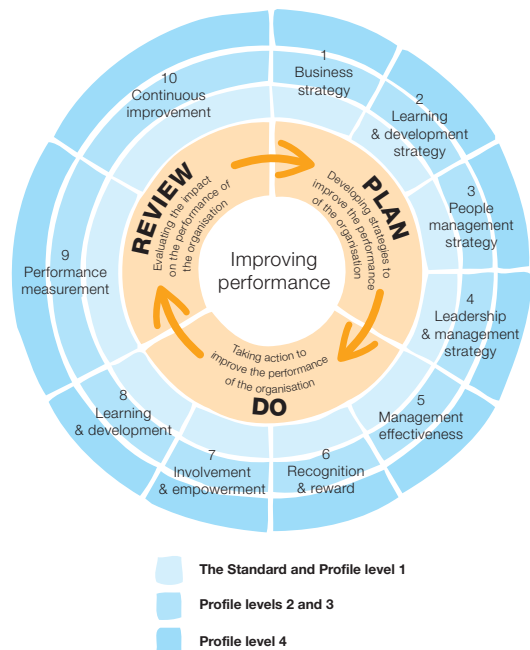
Investors in People offers two directly linked business improvement tools, the Standard and Profile. The Standard gives organisations a framework to ensure that their people have the right knowledge, skills and motivation to work efficiently. It ensures you develop strategies to improve the performance of your organisation and helps realise objectives through the management and development of people.

Profile goes one step further. It’s a powerful tool that provides further breadth and depth to the Standard, giving ambitious organisations added stretch, enabling them to work at world-class levels. Through Profile, organisations can gain far-reaching insight into how they are performing against extensive criteria, and have the ability to benchmark themselves against the industry average. Both the Standard and Profile frameworks are fully flexible, and any organisation can work with them to achieve business improvement. They work by mirroring the business planning cycles:

**Plan** – developing strategies to improve performance

**Do** – taking action to improve performance

**Review** – evaluating the impact on performance



## Where to next?

Further information on how Investors in people works within the Finance sector can be found via:

- Our Finance Sector Manager at Investors in People UK, Michele Thomson, on **020 7467 1919** or email **michelet@iipuk.co.uk**
- The Improvement Diagnostic Tool. A flexible and free online business diagnostic tool with templates, reports and signposting can be found at **www.investorsinpeopledirect.co.uk**
- Information pack – an Information pack on Investors in People can be requested from the Information line on **020 7467 1946** or email **information@iipuk.co.uk**
- Or you can visit the Financial Services Skills Council at **www.fssc.org.uk**

