

“Becoming the Employer of Choice using Investors in People”

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Advised and Assessed approximately
600 Organizations over last 22 years

Investors in People

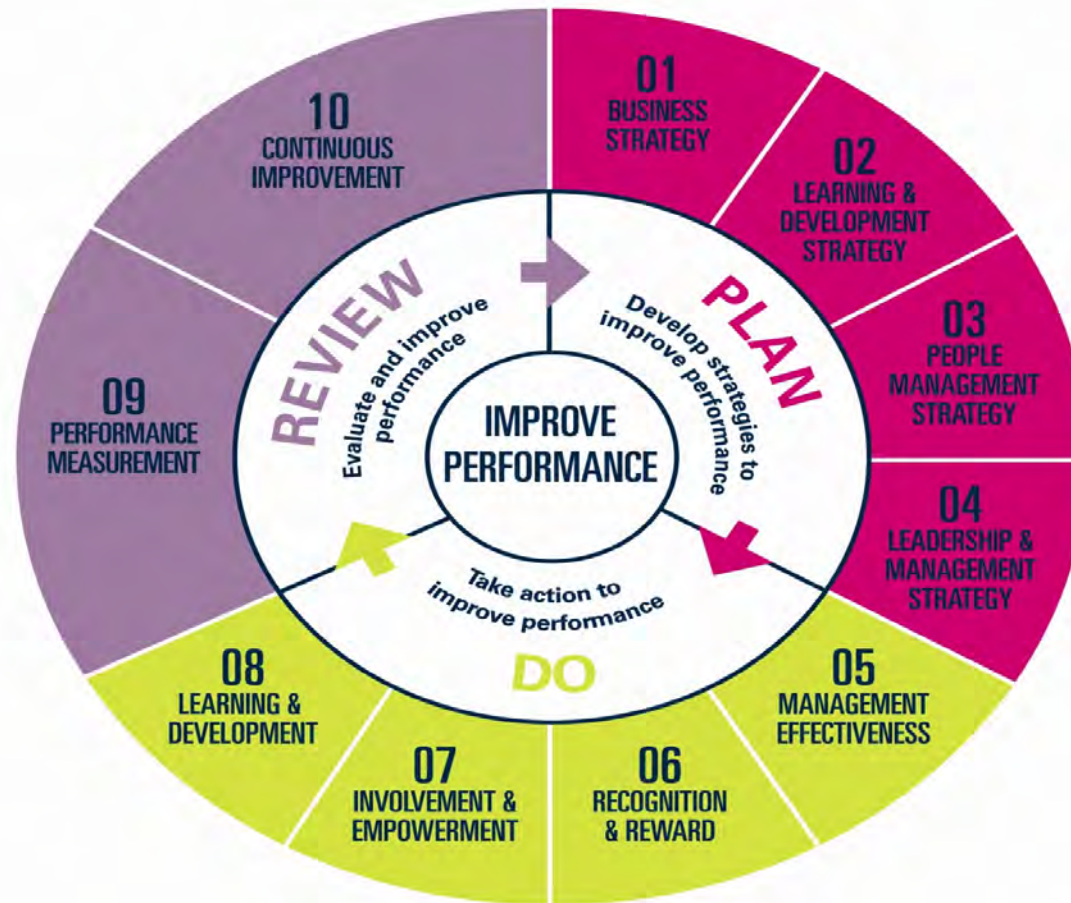
Global Standard for Best Business Practice

16,000+ Accredited Organizations

75+ Countries

26 Languages

Investors in People benchmarks organizations in 10 key areas in order to measure its effectiveness in developing its people.



Investors in People Organizations in Cayman

KPMG (Gold)

Caribbean Utilities Company

(currently working other organizations in Cayman)

Investors in People benchmarks use many of the same metrics as Cayman’s Top Employers Awards to recognise organizations with:

**“high levels of employee engagement and
“organization culture” where**

**“employees trust the people they work for”
“have pride in what they do”
“enjoy the people they work with”**

What is the evidence that Investors is People Organizations are an “Employer of Choice”?

In 2012

- two of the top 10 employers in Bermuda were liP
 - the top employer was liP

In 2013

- three of the top 10 employers in Bermuda were liP
 - a 4th top 10 will start liP this year

**Recent study by Investors in People found that
47% of Employees were considering moving
jobs in 2014.**

Key behaviours of Investors in People Organizations that are attractive to employees....

An Employer who:

- shares its Vision, Values and Direction with the employee
- engages with them and ensures they understand the Key Performance Indicators that drive the business
 - gives them stretching but achievable targets
- develops them so that they can add value to the organization

An Employer who:

- sets out clear expectations for its Managers
- who clearly defines and communicates “What does an ABC Manager look like?”
- expects Managers to have the appropriate Knowledge, Skills and Behaviours

An Employer who:

- inducts new and promoted people effectively.
 - uses Reward and Recognition
- Links training and development to Key Performance Indicators
 - Celebrates success
- Communicates and engages

An Employer who:

- manages talent effectively.
- empowers people to take responsibility and accountability.
 - supports social responsibility.
 - facilitates the health & wellbeing of its people.
- measures performance, shares progress and continuously improves.

In summary – Investors in People Organizations improve financial performance by investing in and developing their people to their full potential.

The same strategy is used by the top employers in Cayman.

**Use Investors in People to become the
organization that people want to work for.**