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Tenmou, the Angel Investment Group in Bahrain

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Overview

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- Introduction
- IiP Framework
- Benefits and Implications
- Levels & Success Stories

What is IiP?

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According to IIP (2010), Investors in People is
described as 'the national standard that sets a
level of good practice for "improving"
organisational performance through its people

Background

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• Established in 1998
• State sponsored and private training based
on evidence of training organisations
• Originally established as a training
award by the Government, Government
and certified by the government
• IIP is the governing body of the award
• IiP has been a successful business
from a financial perspective, e.g. in
the private sector

Purpose

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• The purpose of the award is to provide a framework
for organisations to improve their performance
through their people
• The award is based on the IIP framework
• The award is based on the IIP framework
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A Bit more

What is IiP?

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According to IIP UK (1995) Investors in People is described as, 'the national standard that sets a level of good practice for improving an organization's performance through its people'



INVESTOR IN PEOPLE

Background

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- Established in 1990
- State-sponsored workplace training, based on concept of learning organization
- Originally implemented as a training standard by the Conservative Government and continued by latter governments
- IIP UK is the governing body of the award
- Scheme has been so successful that it has been implemented internationally, e.g. in Germany etc.

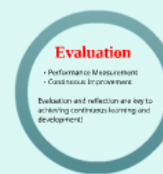
Purpose

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- **Main aim:** effective investment in training and development through a scientific approach to HRM
- Encourages building of flexible, individual learning environments that are able to quickly adapt to change
- Used as an improvement tool, supports view that people are source of competitive advantage (“a company’s biggest asset”)
- Good for companies who prefer mechanistic, guided approach to effective Human Resource Management
- **Requires:**
 - organization needs have clearly defined business objectives and ideas to develop a tailored, structured training plan

Framework!

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Plan

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- Business Strategy
- Learning and Development Strategy
- People Management
- Leadership and Management

Action

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- Management Effectiveness
- Recognition and Reward
- Involvement and Empowerment
- Learning and Development

This stage again involves everyone in the organization, not just management!