



Investors in People is a practical and proven business model that helps tackle real business issues. Lantra is the only sector specialist licensed to deliver this programme, having the expertise and knowledge to meet your business needs - whatever its size.

Embarking on the journey towards Investors in People recognition is one of the most significant business decisions you'll ever make. We can help you improve your business by helping you achieve your goals and secure competitive advantage in the land-based and environmental sector.

What is Investors in People?

Investors in People provides a flexible framework which any organisation can adapt for its own requirements. It is based on three key principles:

Plan – Developing strategies to improve the performance of the organisation

Do – Taking action to improve the performance of the organisation

Review – Evaluating the impact on the performance of the organisation.

We offer a range of practical measures that will help you achieve far more than just Investors in People recognition. We can also help you achieve greater profitability, better performance and increased productivity. So no matter what the size or type of your business, Investors in People can help you improve the way you work.



What's Involved?

The beauty of Investors in People isn't just that it's a worthwhile process with demonstrable and measurable benefits. It's also an inspiring process that will unite and motivate your staff.

There is no set method to achieving Investors in People, what's important is that we help you find the route that best suits you and your organisation. Our aim is to make sure that you are addressing the areas that matter most to your business, at a pace that is best for you.

Working with our Investors in People Specialists, you choose the most relevant parts of the framework to drive your business forward based on your priorities and goals.

Investors in People has been proven to help businesses:

- Develop business focus and direction
- Manage business and individual performance
- Improve productivity
- Sharpen competitive edge
- Adapt to change – both proactively and reactively
- Gain public recognition
- Improve staff retention
- Decrease staff absenteeism
- Increase profitability
- Deliver increased staff engagement.

Our Offer to You

We are the only Sector Skills Council licensed to deliver Investors in People. That's great news for you because we have land-based and environmental expertise and knowledge so you can get the right solutions for your business.

We have dedicated Specialists, with extensive experience in Investors in People, on-hand to support you through the whole process. What's more, we can offer a full package of information and other sector specific tools to support you and your business.

To assist you in achieving Investors in People recognition, we provide you with the following support:

- A designated Specialist available to help you throughout your 'journey' towards Investor in People recognition
- A free initial consultation so we can understand more about your business needs
- An agreed programme of support individually tailored to meet your business needs
- Access to an online support tool with self assessments, good practice, example documentation and case studies
- Subscription to our quarterly magazine, Connect.



Becoming an Investor in People

When you feel you are ready, we will undertake an assessment. This will include:

- A planning meeting with your dedicated Specialist to plan the assessment and agree the key priorities for your organisation against which the assessment will be undertaken, drawing together topics from the Investors in People framework that best support your business
- A site visit during which your dedicated Specialist will gather evidence around your key priorities and make a decision on the degree to which the topics from the framework are met
- A full written report giving objective feedback and a continuous improvement action plan to assist your business in further development
- Upon achievement of Investors in People recognition, you will receive a personalised certificate, plaque and permission to use the prestigious logo on your stationery and organisational literature
- Agreement of when we will next review your recognition to support continuous improvement in your business.

A two-year study by the Institute of Employment Studies (IES) has proved that an organisation achieving the Investors in People Standard gains, on average, an extra £176 per employee in gross profit, every year.

Get Involved

Contact us and talk with one of our Investors in People Specialists who will happily provide a free initial consultation at a time that suits you. That way, we can identify exactly how achieving Investors in People could specifically help your organisation. Before you commit we can also advise you on what support is available to you.

Investors in People really can help you to achieve your business objectives and improve the performance of your organisation.

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