

Inspiring People Index – Good People Practice ©

How well does your Business Measure Up?

It's a well-used phrase that 'an organisation's greatest asset is its workforce', but the fact remains that employing a skilled, engaged and productive team undoubtedly contributes to an organisation's success.

In order to achieve this, thousands of organisations have chosen to work with people development frameworks and gain external accreditation, investing considerable resources along the way. However, more than ever, organisations have to consider some important factors when making this choice. Consideration has to be given to important questions such as:

- How do I gain benefit from these frameworks whilst allowing staff to carry out their role without distracting them?
- What are the real benefits the organisation will gain against the increasing cost of external assessment?
- How do these key people-practice frameworks remain at a consistently high level, driving on-going value between assessments?
- How can I get access to a set of tools to address both strengths and challenges as a result of the review

Questioning what 'return' or 'impact' the investment alone has had on their company, let alone the seen and unseen costs of achieving recognition, has always been a key discussion at senior level within an organisation. With the price of assessments going up, the question of value for money, impact or return has been raised even higher. However, organisations still want an external view on their organisation and want to develop and grow their business through ensuring they have the right people on board to do so.

Following a period of development, testing and an initial cohort of organisations signing up to take part in a pilot programme, Inspiring Business Performance Limited is proud to launch the Inspiring People Index – Good People Practice.



What is the Inspiring People Index?

The Inspiring People Index covers the key areas in which organisations, that want to improve their performance through their people, will need to monitor, develop and increase engagement. The dimensions within the Index are:

- Vision and Direction Corporate Social Values
- Leadership and Management
- Involvement/Engagement and Reward & Recognition
- Communication
- Health & Wellbeing
- Learning and Career Development/Talent Management
- Impact, Risk and Compliance
- Continuous Improvement

How does it Work?

Working with The Inspiring People Index includes automatic membership of The Inspiring People Index Network. This will be a live online Network which gives members the option to share their scores in order to

learn techniques from each other. A dedicated online networking group will be live from 1st April 2016.

The process involves one survey covering three levels: Senior Manager, Manager and Non Managers, with the questions varying accordingly.

At a senior level, the survey will include a series of questions appropriate to the level of management looking at the Corporate Strategy, Vision and Direction of the business. Non-Managers will be asked for their views and the impact the organisation's practices and leaders have on them.

The outcome of this exercise will be that for each dimension an Index Score will be produced, resulting in a Corporate Index Score. Results will be delivered to the organisation via an on-line dashboard which is available 24/7 and all results are totally drillable. To support this, face to face guidance on feedback and next steps will be available.

The Indexing surveys will be re-run every 12 months as a minimum and the dimensions and Corporate Index adjusted accordingly.

Organisations will have the opportunity to undertake more frequent monitoring of scores through Pulse Surveys.

There will also be an option to arrange a "Development Boot Camp" – a 5-hour session to address the results from the survey and provide the skills needed to improve.

Price

The Inspiring People Index is priced in two ways:

- 1) An initial annual Licence Fee which covers the set up and running of the annual survey. For organisations with under 50 employees, the cost is £950 + VAT. For larger organisations, the price will be based on the number of employees and we will provide a quote on request.
- 2) From 1st April 2016, a monthly fee covering online networking group membership, telephone support and advice, dashboard reporting and regular email updates on relevant people issues.

Additional activities such as regular Pulse Surveys, Leadership and Management Development, consultancy and face to face advice will be priced separately as required.

Features	Benefits
No lump-sum assessment costs	Smoothing of cash flow
Continual and on-going monitoring of key people indicators	The organisation constantly knows where it stands as there are no long gaps and waits between assessments to confirm still on track
The Index sits within their business and is not an external bolt on.	No allocating extra responsibility to staff to achieve/maintain recognition as the Index becomes a component part of the business
24/7 availability for results via a bespoke dashboard	A helicopter view of your business to inform strategic planning and corporate decisions.
Network of all Inspiring People Index organisations which is constantly monitored and updated	Sharing good practice and providing strong developmental opportunities
An Organisation Index benchmark and individual criteria benchmarks	Clear identification of strengths and development areas which will give rise to a strong company image, stronger staff skills, peace of mind, stronger recruitment, better staff retention and increased productivity
Continuous Impact Evaluation	Visible proof that actions taken with staff is having on the business, allowing stakeholders stronger Management Information giving rise to stronger confidence and better decision making.

Team up with Inspiring...

To find out more about the Inspiring People index, call us on:

0800 612 3098 or email info@inspiring.uk.com