



## PUT INVESTORS IN PEOPLE AT THE HEART OF YOUR ORGANISATION

As a recognised Investors in People organisation, you are already doing all the things that an Investor in People should. You still, however, want to get more out of it. You want to use the framework to drive your organisation forward. You want to ensure that Investors in People is embedded into every aspect of your business.

**If this is the case, then Internal Review is the way forward for you.**

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### **What is Internal Review?**

Internal Review is an alternative approach to managing your Investors in People review based on using the knowledge, skills and behaviours of the people in

your organisation to drive your business forward.

How it works is that you select a team of your employees who will be trained up as internal assessors. Their job will be to gather evidence for your review under the direction and control of an external managing assessor.

### **What benefits does Internal Review offer your organisation?**

1. Your organisation is driven forward in the direction you want it to go.
2. Investors in People becomes more embedded in all aspects of your organisation, including its culture, ethos and ways of working.

“Using Internal Review has allowed us to make Investors in People an important part of our business. Rather than just having an assessment at the end of a three year period and therefore seeing Investors in People purely as an audit exercise, we are continuously using it as an overall measurement of the business and as a framework for improvement. Areas of weakness can be quickly identified and addressed almost immediately.”

**Sue Payne**  
Head of People  
Development Services,  
UK and Ireland  
Fujitsu

3. Your employees are more involved in the business and become your most powerful advocates.
4. The training your team receives will have a direct impact on the performance of your organisation.
5. Helps unlock discretionary effort within your employees.

### **What benefits does Internal Review offer your employees?**

1. Deeper understanding of the link between their personal performance and how the organisation performs as a business.
2. The Internal Reviewer training is a valuable form of Continuing Professional Development (CPD).
3. The skills learnt will have a direct impact on the performance of the organisation.
4. Renewed motivation for Investors in People.

### **What training is required?**

The Internal Reviewers must undergo the Approved Internal Review training programme. This programme is delivered by QSE and is quality assured by IIP UK.

### **How can I find out more?**

For further information on how Internal Review can benefit your organisation, visit [www.qse.org.uk](http://www.qse.org.uk) or call QSE on 01329 822077.

**“Internal Review is ideal for large organisations. Our team of Internal Reviewers are real champions for Investors in People in our business. They get the opportunity to see the kind of work that really takes place within the Council and the enthusiasm they have for Investors in People is shared with every employee.”**

**Coral Ingleton  
Learning Manager  
Kent County Council**