

INVESTORS IN PEOPLE WORKSHOPS 2010/2011



**INVESTORS
IN PEOPLE** | South
West

Client Networking Club

SUCCESSFUL ORGANISATIONS LEARN FROM OTHER SUCCESSFUL ORGANISATIONS!

Our Network Club supports the continued improvement of performance in organisations who are working in different ways with Investors in People South West. Providing the opportunity to exchange a range of interesting ideas and good practice, our Network Club will afford you the opportunity to meet with other like minded organisations, learn new business ideas and gain input on business and management practice.

Focussing on the wider and more innovative aspects of people management and development, our Network Club provides a great opportunity for any size and type of organisation at any stage of their development.

Who should attend?

Anyone from an organisation working with Investors in People and who is involved with people development. Newly recognised clients, and those successfully reviewed, will receive a special invitation, so that their achievement can be celebrated with a roll of honour and photographs.

Meetings will include:

- Discussion on topical employment and management issues.
- Real life examples of good practice.
- Looking at new ways of working with Investors in People.
- An opportunity to discuss and resolve business concerns and Share good practice.

I would encourage anyone doing Investors in People to attend; extremely valuable to 'think outside the box' and listen to other people experiences' Natalie Wooldridge, Confident Dental Care

Investors in People South West will make sure you're up to speed on developments within Investors in People, There will also be guidance on the most up-to-date ways of thinking from our experts enabling you to take practical benefits back to the workplace.

COST:

Free of charge for up to one delegate per organisation.

Additional places £95 + VAT per person.

To book your place, please use our online booking system:

www.qualitysouthwest.co.uk/events

Timings - 10.00am to 1.00pm

TOPICS	Performance Management	Employee Engagement	Losing Control
VENUES			
Gloucester	29th April 10	23rd August 10	2nd December 10
Salisbury	14th May 10		18th January 11
Exeter	13th May 10	20th August 10	25th January 11
Bristol	23rd June 10	6th October 10	10th February 11
Taunton	9th June 10	14th October 10	10th February 11
Dorchester	11 June 10	8th October 10	9th February 11
Fraddon, Cornwall	2nd July 10	25th November 10	30th March 11
Swindon		29th September 10	

FOR TOPIC DESCRIPTIONS, PLEASE SEE OVERLEAF →

TOPICS

Performance Management - An Appraisal Of The Appraisal

Appraisals in organisations are often the backbone of the performance management system. But, if we have a hard and honest look at them how would we characterise our approaches? At best we might say that we could do better. Managers often need reminding or chasing up to do appraisals which might suggest that they view the process as a chore. If you ask people to draw what comes into their heads when they hear the word 'appraisal' you'll mostly get pictures describing a negative view: paperwork, time consuming, more work and so on. Surely we should do what we can to make this key process as attractive and valuable as possible to managers, staff and our organisations? In this network club we'll put performance management under the spotlight. We'll look at alternative approaches and consider what our particular organisation needs as a starting point for considering the best system for us.

Employee Engagement - Getting to 'I do' – Engagement At Work

'Engaging employees' is a common phrase in most organisations suggesting a desire to get staff on-board and interested in the fate of the business. But how much of what goes on is transactional; i.e. loyalty is only as strong as the deal currently on the table such as a pay-rise, a bonus or promotion prospects? If we think about personal relationships, they are more than this. They are characterised by love, acceptance, respect, an urge to please, compromise, tolerance – in fact, they operate on an emotional level, not a transactional level. So what can we learn from this distinction and what can we do to develop a relationship with our people that will move beyond the contractual level? In this network club we'll explore the nature of engagement and learn from different fields of thought that might help us engage people more. We'll look at different strategies organisations use to engage people and consider their appropriateness for our organisations.



Losing control – Planning For Succession

Whether you're an owner manager or a manager in an organisation there will be a point at which your thoughts will turn to planning for when you move on. Often, the thought of handing over the reins to a less experienced person will cause anxiety – you know the job, you've succeeded in the job and no-one can do it like you can. So, how can you hand over these reins without the urge to sit close and watch, ready to grab them back at the first sign of trouble? How can you ensure your successor succeeds? In this network club we will not just explore the issues around succession planning but also around the related issues of retaining and developing talent and supporting career planning. We will look at how this might apply in large and small organisations, how important delegation is, how to spot talent in the first place and then what to do with it.

For further information on all of our workshops and events visit our website:

www.qualitysouthwest.co.uk/events
or telephone Sally Say on 01452 420916



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