

## ADVISORY SUPPORT 2009

### INFORMATION FOR CLIENTS

Recognising Excellence is pleased to offer a full range of support to assist with clients' business development, using effective management practices and Investors in People as an organisational development framework. A combination of one to one adviser support, web based tools, developmental workshops, paper based guidance and networking activities, together with the option of a full assessment or review against the Investors in People Standard, will ensure that client organisations develop through their people as effectively as they can on an ongoing basis.

Expert advice is available leading up to the first initial decision to work towards Investors in People, through to becoming accredited. Following on from this, post recognition and pre review support is also available when organisations have achieved Investors in People, to ensure continuous development and improvement.

*Advisory Services are bespoke to client needs and are negotiated on an individual basis with each client.*

Recognising Excellence's Advisory Service includes any area related to Investors in People and therefore can range from an initial diagnostic assessment against the Standard, to full implementation support in numerous areas such as;

- business and training planning
- evaluation and return on investment
- communication
- induction and ongoing training
- learning and development
- leadership and management development
- performance management and appraisal
- recruitment and selection
- equality and diversity
- work life balance
- social responsibility
- culture change
- HR and business processes..... to name but a few!

£74.38 + VAT per hour  
Minimum purchase 2 hours.  
(1 day = 8 hours)

All our advisory work is offered at a rate which is discounted by at least **20%** from Investors in People national recommended rates.

**For further information on our  
Advisory Services telephone  
Diane Dobney on 01452 420913**

Recognising Excellence runs workshops on a variety of Investors in People related topics, providing further support in achieving the Standard. Full details are available on our website [www.qualitysouthwest.co.uk](http://www.qualitysouthwest.co.uk) along with a range of web based tools and information.