

INVESTORS IN PEOPLE WORKSHOPS 2009/2010



**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.

To book your place, please use our online booking system:
www.qualitysouthwest.co.uk/events

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.

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

Timings - *9.30am to 12.30pm. All other dates - 10.00am to 1.00pm

TOPICS	Decision Making	Facing the Crunch	Leadership & Management	Managing Change
VENUES				
Plymouth	23 June 09*	14 October 09*	11 January 10*	
Falmouth		24 July 09	25 March 10	
Taunton		9 September 09	12 March 10	
Salisbury		6 July 09	2 December 09	
Gloucester	16 July 09*	7 October 09	27 January 10	
Bristol, Falfield		11 June 09	23 September 09	31 March 10
Dorchester		19 June 09	16 September 09	9 February 10

FOR TOPIC DESCRIPTIONS, PLEASE SEE OVERLEAF →

TOPICS

1 - Decision Making - "I'm sorry, he's not here - would you like to call back later?" - Why do some people make things happen and some people hold things up?

This networking event focuses on creating an organisation where people are not only freed up to get on and do things, but where they take a personal responsibility for doing so. In many organisations, issues and problems are like batons in a relay race and the objective seems to be to pass the problem onto someone else as quickly as possible. How many times have you felt like a baton being passed around an organisation you are supposed to be a customer of? We will look at some typical examples of relay race thinking in action and some ways in which organisations have had some successes. When looking at these issues we will keep in how our organisations might perform better as a result of doing things differently.

2 - Facing The Crunch - Cutting the cost of people development while getting more from it.

The economic conditions are tough - organisations are scaling back and watching every penny of expenditure. As Investors in People organisations we're used to evaluating the spend on people development but how much are we really using this? Is it helping us cut costs while getting more benefits?

This network session looks at getting this right once and for all. How are organisations changing the way they develop people so its it more engaging, more beneficial to our performance and less costly? How can watching TV develop management skills? How can a trip to the shops improve our approach to dealing with clients? This network meeting looks at new ways of developing our people and looks at simple but effective ways of ensuring we're reducing our costs and increasing the impact. Can we emerge from this economic downturn leaner and fitter or will we be weakened by the effort of survival? If you could choose, it's bound to be emerging leaner and fitter.... We will of course, make sure that anything we learn can be practically applied back at work for the benefit of the organisation.



3 - Leadership & Management - Beyond the 'Open Door Policy'

A surprising number of leaders and managers in organisations summarise their approach as 'having an open door policy' - surely we can have a better understanding of leadership and management than simply leaving a door open? Leadership and management in organisations is more important than ever as we are challenged by increased speeds of change and having to meet ever challenging goals which can often be in conflict, such as quantity vs quality or profit vs service. What is the role of leadership and management in guiding organisations through this change and these conflicts? Our people are paid to do a job, but never the less can be either encouraged to do it well or poorly as a result of the leadership and management they experience - what is the role of leaders and managers in bringing this about? How can being good at leadership and management impact our ability to achieve our objectives? Who exactly are the leaders and managers - is it obvious by job title or is their a leadership and management requirement in all of us? In this network meeting we'll debate and resolve these questions and learn from each other. We will also have a look at where other organisations have got this right or wrong and the impact on them. We will of course make sure that anything we learn can be practically applied back at work for the benefit of the organisation.

4 - Managing Change - 'People Don't like change'

Darwin said that its not the strongest of the species that will survive, but the one most adaptable to change. Change is not just all around us bit is also picking up pace. That presents a real challenge - as there is a perception that people don't like change - in fact, don't we all long for a period of 'consolidation'? Well if you talk to people about their work, people will often say that one thing they enjoy is variety - if this is true, how can people not like change but at the same time not like things staying the same? This Network meeting will explore these conflicting attitudes - how can we balance our organisations need for change and capitalise on people's desire for change while managing their resistance to it? We look at other organisations who are getting this right and wrong. We will of course, make sure that anything we learn can be practically applied back at work for the benefit of the organisation.

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

