

JJ Kelly (Builders) Ltd Employee Newsletter Special Edition

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*“We don’t have
problems – we find
solutions”*

Congratulations

We did it!!! - We have achieved the Investors in People Standard. Thank you everyone and particularly to those that were interviewed by the assessor. It is a fantastic achievement for the company. This edition of the newsletter provides a summary of the key findings. The full report is available on the staff notice board or from Peter Rogers

Investor in People Assessment – What our Assessor said

The assessor is satisfied that J.J Kelly (Builders) Ltd meets the requirements of the Investors in People Standard. The principal objectives of the assessment were met. The organisation was able to demonstrate how it had applied Investors in People practices to the achievement of priorities relating to:

- generating new business
- ensuring the safety of employees

In an overall context, there were several strengths, notably:

- a best practice approach to strategic planning
- a strong quality orientation through the adoption of recognised quality standards
- a clear focus on the needs of the client
- significant investment in learning & development
- inspirational leadership
- effective management of safety
- engagement of employees in the development of the business
- monitoring and evaluation of business performance
- an open and honest working environment with strong emphasis on teamwork
- a strong focus on continuous improvement

Beyond the Standard

It was clear from feedback that there is strong potential to move beyond the Standard and meet many of the evidence requirements contained in the wider Investors in People framework. For example, there is:

- a defined set of core values
- utilisation of KPIs
- flexible learning and development options
- consideration of work-life balance
- inspirational leadership
- an open and honest culture
- coaching and mentoring
- a working environment that promotes continuous learning
- a culture of continuous improvement

Outcome Statement

Having carried out the assessment process in accordance with the guidelines provided for assessors by UK Commission for Employment and Skills, the assessor was satisfied beyond any doubt that J.J Kelly (Builders) Ltd continues to meet the requirements of the Investors in People Standard. On behalf of Investors in People North of England the assessor would like to congratulate J.J Kelly (Builders) Ltd on this achievement.

Assessment Conclusion

The feedback from all interviewees was extremely positive in relation to all areas of culture and processes. It was also evident from the excellent documentary submission that:

- there is a very strong focus on improving performance through people
- there is a strong commitment to continuous improvement

It was also clearly evident that people believe that the company is a great place to work. This is illustrated by the following comments:

"It sounds corny but I don't think they do need to improve anything here"

"It's a good company to work for – you don't get messed around"

"We have a lot of long term employees – it says a lot for the company"

"It's a good place to work – a very friendly atmosphere"

"I enjoy coming in to work - it's a nice happy place to work"

"I've got a great working relationship with the people here"

"I do actually like it here – they are not on your shoulder"