

How The Colour Works Supports Investors In People

Due in part to the success that The Colour Works has had in helping organisations achieve Investors In People status, they were successful in winning a contract to support Quality South East and Train To Gain in facilitating a series of events for senior leaders throughout the South East. The objectives of the events were to raise awareness of the importance of an increased understanding of their leadership teams, the impact on business performance, the link with Investors In People and support available to them.

Ann Sankey, Business Development Director who led the work said 'A lot of organisations do not understand the importance of 'soft skills' training and the significant positive impact this can have on the bottom-line of a business. Using the Investors In People standard and linking this to the learning programmes and profiles that we use and results we have achieved, we were able to demonstrate the benefits very clearly'.

The following extract has been reproduced with kind permission of an organisation in Dorset that invested in a series of learning solutions delivered by **The Colour Works**. All extracts have been taken from the Assessment Report produced independently by the Investors In People accredited assessor.

Extract From Executive Summary

The Colour Works programme has resulted in improved morale and greater team working; feedback from external providers confirming that the skills and knowledge of people working with them have improved. Managers have been successful in creating a new and vibrant culture in the organisation, where learning and development is now a core focus.

Indicator 3. Strategies for managing people are designed to promote equality of opportunity in the development of the organisation's people.

People described how they have been encouraged to improve other people's performance. Many people said **The Colour Works** programme has been instrumental in helping people to understand the behaviour of colleagues and how to relate to them more effectively.

"The Colour Works programme has been brilliant. I thought some people were just bloody-minded but now I realise it is just a behavioural characteristic. Now I understand that I can modify my own behaviour so that we can all get on better"

Indicator 5. Managers are effective in leading, managing and developing people.

The Colour Works programme has helped managers to identify their behavioural characteristics through profiling which is helping them to modify their behaviour according to the preferred style and needs of individual members of staff. Many people are very positive about their managers who take their learning and development responsibilities seriously and carry them out effectively. There is much more face-to-face communication, recognition of effort and success and encouragement of staff to build on their strengths.

“The Colour Works has really helped managers to understand that their behaviour is really important. They are more approachable, more accessible and we are allowed to make mistakes and learn from them – all the blame seems to have gone. It has also helped me to learn how to react to managers more positively. The impact on morale has been tremendous.”

Indicator 9. Investment in people improves the performance of the organisation.

The Colour Works programme has significantly improved morale and communication between teams and across the organisation.

Indicator 10. Improvements are continually made in the way people are managed and developed.

Managers talked about the impact of *The Colour Works* programme as having been instrumental in improving the culture and ethos in the organisation following re-shaping. Team work has also improved as a consequence.