

## Achieving a greater alignment to the corporate objectives.

### Share to Inspire:

*"Investors in People provides an invaluable opportunity to make a difference to your staff, your customers and your stakeholders. It provides a conduit for instilling a culture of continuous improvement."*

Deborah Snell - Organisation Development and Training Officer

Manchester Metropolitan University (MMU) is the largest campus-based undergraduate university in the UK with a student population of over 37,000 and a staff population of around 4000. MMU's history dates back to 1824, gaining University status in 1992.

Accredited since 2009  
Current accreditation - Gold

### Why IIP?

There were a number key drivers in choosing to be assessed against the Investors in People Standard. During the last 10 years, the Higher Education sector as a whole has changed beyond all recognition. Engagement with the IIP framework looked to achieve a greater understanding and alignment for staff with Manchester Metropolitan University's corporate objectives.

Furthermore, we sought to create consistency in 'people' processes such as, the Professional Development Review (PDR) and the approach to staff development planning.

### The journey

The results from the online assessment were useful for highlighting improvements following our own staff survey and subsequent action plan.

We found the assessment process incredibly beneficial, straightforward and dare we say, relatively smooth! This was largely due to the excellent practitioners, who have a great knowledge and understanding of the organisation and an extremely professional approach to the task. People interviewed reported being pleased that they were asked for their opinion and felt that their views were being taken into account.

### Understanding performance

When we set out on the IIP journey, we faced some pre-conceptions about Investors in People being a 'tick-box' exercise amongst certain groups within the organisation. By engaging them in the process and by promoting the improvements we have made because of the assessments, we are now in a more positive position.

MMU has improved its approach to on-boarding staff and all new starters now go through a corporate and departmental based induction. There is now a 90% take up on the PDR with six monthly reviews. It has moved up 12 places in the 2014 Research Excellence Framework and made submissions in 13 different categories.

The assessment process also helped to pinpoint some areas where, following the strong prevailing ethos of continuous improvement, an opportunity exists.

### Celebrating success

Staff at MMU can see that there is benefit to them in the organisation going for assessment and they can see real commitment from the leadership of the University to making improvements. If you have just been looking for a plaque to place on the wall of your organisation, then this is not for you. Taking the Standard and beyond to the very heart of your organisation does require full engagement and effort, but the effort put in pays dividends!