



### **Business Planning and Strategic Planning**

For a successful business a key challenge is keeping it successful. This is often reliant on the plans you have in place.

We will help you to get a perspective on your business priorities and establish objectives and set them out in a plan which will enable yourself to guide you and others in your business success.

#### **Support Overview**

- Long term strategic direction
- Succession Planning
- Developing business plans



### **Performance Management and Appraisal**

Getting people to give of their best or getting the maximum from everybody critical to the future of your business.

We will help you to develop ways to manage your people on a day to day basis, and or develop performance review or appraisal systems, to challenge people to take responsibility for their performance and give that extra effort.

#### **Support Overview**

- Challenges under performance
- Setting effective objectives, standards or targets
- Developing an effective appraisal
- Making individual reviews (appraisals) work



### **Managing your Business and Managing Change**

Having developed your plans the challenge is to put them into practice. This is where you will be reliant on your structure, job descriptions and key business or people processes.

We will help you to review how you manage your business and confirm that it works for you or suggest practical ways to develop what you do.

#### **Support Overview**

- Structure and job roles
- Job Descriptions, Person Specifications
- Recruitment and Selection
- Meetings



### **Investors in People**

As you develop there is a need to have a clear structure to drive that development and there is a benefit from external validation of your achievements. Investors in People is a National Standard of good practice in the way you manage your people and your business. We can also advise on the Leadership & Management Model and the Recruitment and Selection Model.

We can help you plan changes to meet this national benchmark that make a real difference to your business.

#### **Support Overview**

- Business and Training Planning
- Manager Competences
- Induction
- Empowering staff to take real responsibility
- Training Planning and Evaluation

#### **Link to National Standards**

- As a result this development you would receive Investors in People Recognition if you can bring about the changes needed