

# Business Link West Yorkshire Case Studies

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## How we helped:

Assistance with achieving Investors in People

## Benefits to the company:

The company have achieved Investors in People accreditation and received excellent feedback on their people management processes

In response to a growing disillusionment with the recruitment industry, a group of consultants set up sevenhr - a search and selection company specialising in the consumer market – with the aim of giving clients and candidates a better level of service.

Less than 2 years on, the company is building a strong reputation and has just achieved the Investors in People standard with help from Business Link.

sevenhr's founders were frustrated with the lack of professionalism and specialist knowledge in the industry and were determined to build a more professional consultancy with a reputation to match. They saw the Investors in People Standard as great way to enhance this reputation and take the company forward.

Jamie Thatcher, Head of Business Development, explains: "When we contacted Business Link we already had Investors in People in mind. Any quality organisation puts people at the forefront of its strategy, and we felt that adding the Investors in People badge would project the right image to both clients and prospective employees, helping us to attract good people to work for the company.

***But it's not just about the badge.*** It's about the systems and processes endorsed by Investors in People. By living up to the standard and treating it as more than a plaque on the wall, we feel we can really take the business forward."

Throughout the assessment, sevenhr had found that they were already approaching things in the right way, particularly with regards to people management and the systems associated with this area of the business.

"It wasn't a case of changing our culture to achieve Investors in People. We achieved Investors in People as a result of our culture and the way that we already do things".

But as Jamie points out, achieving the standard and obtaining external viewpoints and feedback can only be good for the business.

"There's no doubt that living up to the standard makes us a better business and shows that we already value our people. The whole assessment showed us that we're moving in the right direction and that this certainly is a great company to work for. And of course it's always good when an independent adviser comes in and gives us such positive feedback.

"We've also found that there aren't many search and selection companies to have achieved Investors in People. We see it as a definite selling point – a quality badge that says we're serious about what we do and that we're a good company to work for. Ultimately we think it can help us to attract good people to work for the company".

The company were happy with the advice and support they received from Business Link and have already earmarked future projects to target with their Adviser.

"We were very pleased with the assistance from Business Link. Our Adviser gave us a lot of guidance through one-to-one visits and telephone support and we'd definitely use them again. In fact, we're planning to go for re-evaluation in the future and our Adviser will be helping us to make improvements to some areas, such as reviewing our appraisal system and promoting external qualifications for staff."

sevenhr provide search and selection services to the consumer market. You can visit their website at [www.sevenhr.com](http://www.sevenhr.com)