

Ashdown
Group

Journey to IIP Accreditation

Ashdown Group – an overview

Established in 1999, 25 person recruitment business set up to offer an alternative, ethical and transparent consultancy

Average tenure of our team is 8 years; 1 employee in the 20 year club, 2 in the 15 and 7 in the 10!

Vision to turn Ashdown into a Partnership where every employee is a shareholder and shares in the profitability of the business

Our business is defined by our team and their longstanding customer relationships

Pre IIP we had no formal appraisal process, no reward and recognition programme, no learning and development process and lacked regular communication with our team

Why did we choose IIP?

01

The IIP ethos

02

We knew what we wanted to achieve but needed help!

03

We wanted to make Ashdown the best place it could be for our team

What were our challenges?



Reactive Vs Proactive

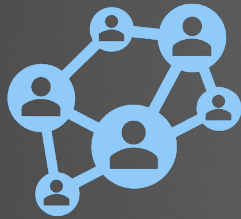


A lot of our team wear many hats!



We weren't all working together to clearly defined goals and objectives

The IIP Process



They listened!



Gave us practical support and guidance



Worked with us to understand our business challenges and created work arounds that would have a positive impact on the team

The change IIP has delivered



Defined our purpose, mission and goals



Communication; implementation of OKRs



Including the team in decision making



Feedback; implementation of

wotter



Created an open communication culture centred around personal development

What impact has IIP Accreditation had?



Supported our growth strategy



Delivered our best financial year ever



Team Engagement

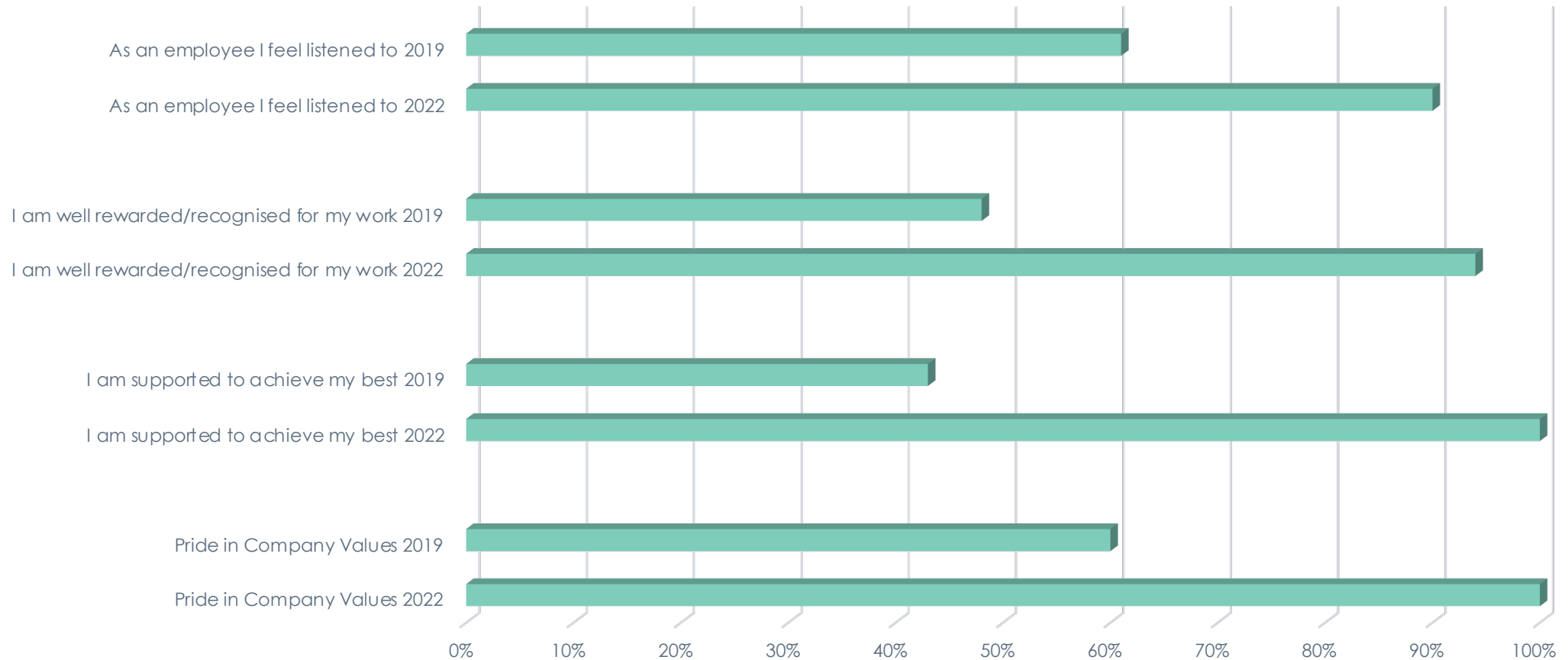


Innovation and Collaboration



We understand our team

Employee Engagement Data 2019 Vs 2022



What did we learn?

01

Achieving IIP accreditation is not a tick box exercise – it is a continual process

02

The way you communicate as a business and with each other is fundamental in creating a happy, sustainable and engaged team

03

Small changes have a huge impact