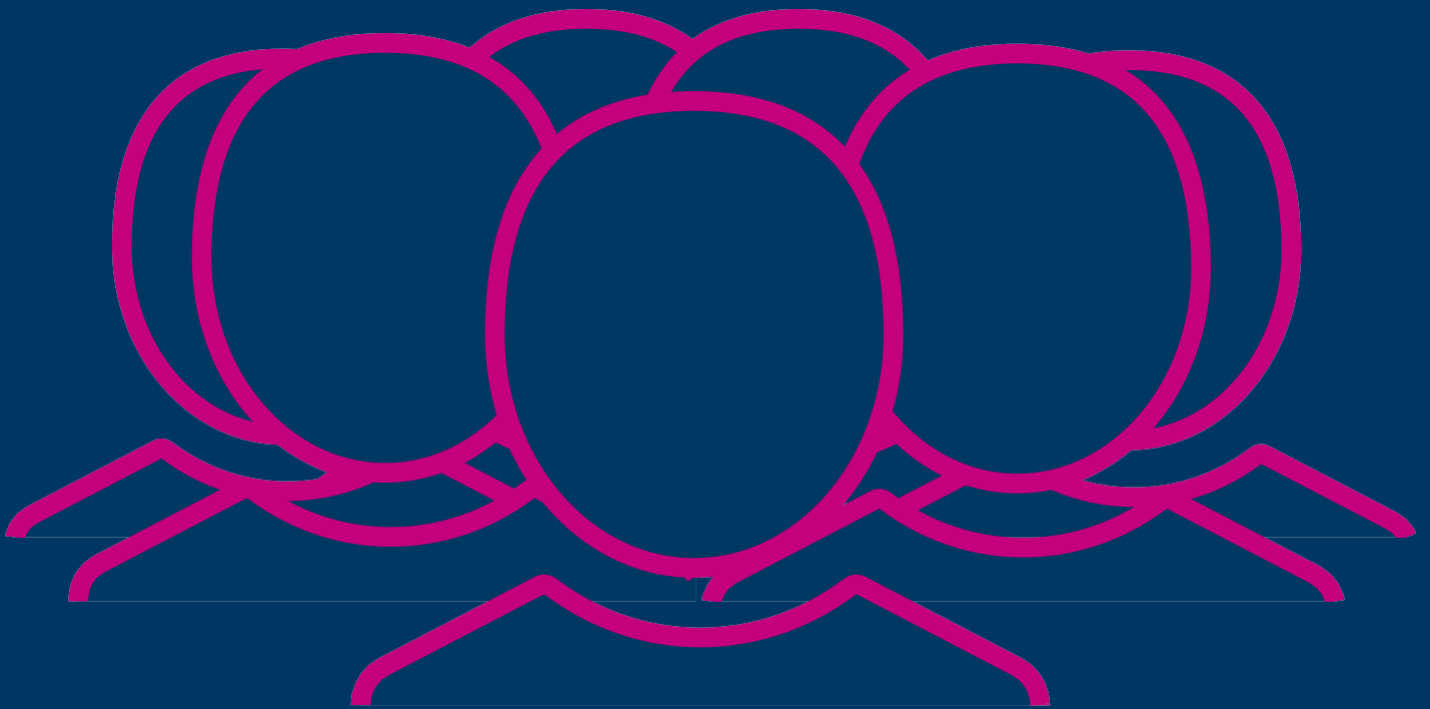


INVESTORS IN PEOPLE™

We invest in people



Feedback

A2 Dominion Housing

Project number: SOU-19-02122 and 02123

Practitioner: Gary Inman

Date: 9th November 2020



Investors in People
157-197 Buckingham Palace Road,
London, SW1W 9SP
+44 (0) 300 303 3033

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You did it!

INVESTORS IN PEOPLE™

We invest in people Gold

You're at the **Gold** level of our **We invest in people** accreditation.

AND

You've retained your **Health and Wellbeing Good Practice Award**.

Detailed feedback and recommendations inside...

- What to be proud of
- What to work on
- What's next in the process

Key dates

Accreditation date	12-month meeting	24-month meeting	Accreditation expiry
06/11/2020	06/11/2021	06/11/2022	06/11/2023

At a glance

Executive Summary

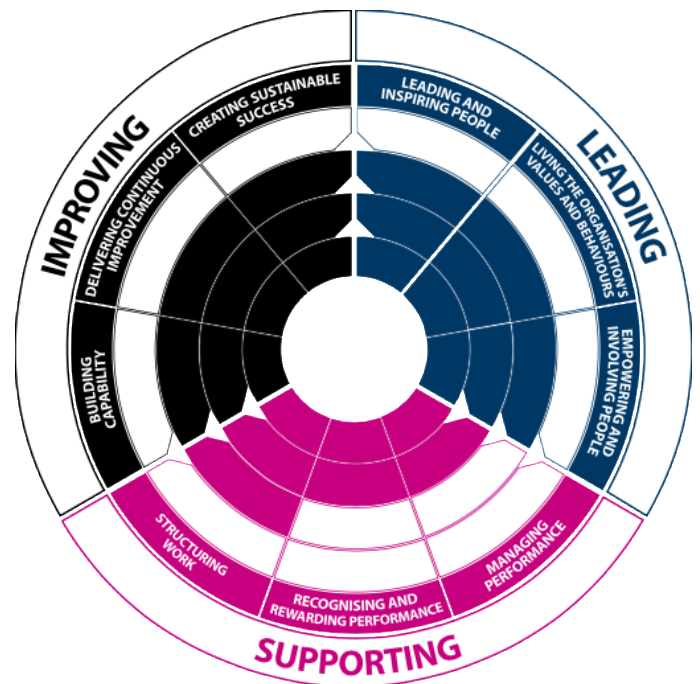
A2D has done a *fantastic* job of supporting, nurturing and enabling its people to give their best during an exceptional time of personal stress, anxiety and concern. The assessment uncovered a continuous stream of great examples where leaders and managers *at all levels* have stepped up to maintain morale and ensure support is available. Managers and their teams have adapted well, and leaders have always encouraged and often *inspired* people to navigate this period.

The overall feel is completely different to that at the last progress review, with morale having recovered dramatically and people feeling much more involved and able to influence the Fit for the Future programme. This is a credit to swift and responsive improvements to the governance and decision-making structures around the programme.

The change and uncertainty of Covid 19 has certainly given the organisation the chance to show its strengths: the natural warmth, supportiveness and humanity of the organisation has been a huge asset this year. However, there is more than a 'Covid bounce' at play here: A2 Dominion is undoubtedly further along the journey than it was a year ago. It's particularly powerful, given past opportunities to be a bit clearer about what sort of organisation we are trying to *be*, to see that the whole ethos of handling the pandemic has been based on having *trust* in people. This is a great example of how a strong and clear ethos enables swift decision-making. This was also helped enormously by the fact that the technology had been developing 'in the background' toward *enabling* flexible ways of working.

Challenges for the future are, in the main, about taking things that are already well-embedded within the organisation and *mastering* them further; by improving processes, refining skills and nudging the general culture along.

The organisation achieves a Gold award against the *We invest in people* framework and retains its accreditation against the *Health and Wellbeing Good Practice Award*.



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Want to get in touch?

info@investorsinpeople.com