

CASE STUDY



GTG Training

“I can think of no other single initiative that offers such a high level of probability for success as we move our business forward. If you want to do it you will find the time, if you don’t want to do it, you will find excuses.”

David Scott Chief Executive



BACKGROUND

Size: 100 employees

Sector: Training

Location: Glasgow & Edinburgh

Status: Recognised since 1993

THE ORGANISATION

GTG Training provides training for Arnold Clark Automobiles Ltd as well as banks, local authorities, the NHS and the MoD. It was established when a number of leading motor trade proprietors came together in 1971 to form the Glasgow Training Group (Motor Trade) Limited. Their purpose was to provide structured training for craft occupation apprentices entering the motor trade, improving the skill base and also improving recruitment and retention from this specific demographic group. It has expanded over the years to cover a wide range of skills to occupational sectors including transport and IT.

WHY USE INVESTORS IN PEOPLE?

Investors in People helps us to remain focused on our staff development. We are a training company and therefore this recognition confirms that we demonstrate our philosophy through training and developing our staff. We have had Investors in People recognition since October 1993 and have just been reassessed under the current Standard. The support that has been given throughout the whole process has been excellent. The Assessor was realistic about our business needs and was wholly supportive of the needs of the individuals that were scoped for interview.

IIP makes good business sense. We have a very low staff turnover and many staff have been here for a long time - our longest staff member has just celebrated his 25 years with GTG Training.

The framework “Plan, Do, and Review”, encourages a systematic pattern for improving our examination not only the staff performance, but also their attitude to work. This has a knock-on effect on boosting their morale. It also provides a vehicle for examining and assessing the investment of time, money, training and staff opportunities. It improves systems and procedures when measuring the staff effectiveness. We fully utilise the Investors in People framework and believe it to be a tool that not only works, but a process that guides and leads us to success through our people.