

The Investors in People (IIP) standard defines what it takes to lead, support and manage people well for sustainable results. Aster Group was assessed under three performance headings.

Leading

- Leaders make Aster's objectives clear. They inspire and motivate people to deliver against these objectives and are trusted by colleagues in the organisation.
- Leaders and colleagues act in line with Aster's values at all times. They have the courage and support to challenge inconsistent behaviours.
- There is a culture of trust and ownership in Aster where people feel empowered to make decisions and act on them.

Supporting

- Aster's objectives are fully aligned, performance is measured and feedback is used.
- Recognition and reward is clear and appropriate, creating a culture of appreciation where colleagues are motivated to perform at their best.
- Aster is structured to deliver its vision; everyone has a home. Roles are designed to deliver organisational objectives and create interesting work for colleagues, whilst encouraging collaborative ways of working.

Improving

- Colleague's capabilities are actively managed and developed. This allows colleagues to realise their full potential and ensures that Aster has the right people at the right time for the right roles.
- There is a focus on continuous improvement. Colleagues use internal and external sources to come up with new ideas and approaches, supported by a culture that encourages innovation.
- Aster has a focus on the future and is responsive to change. Leaders have a clear understanding of the external environment and the impact it has on Aster.