

Award sponsored by



## People Development Winner 2018

### Playle & Partners

**The Judges say...**

Playle & Partners' high level of investment in training per employee results in demonstrable positive outcomes which are fundamental to maintaining a successful business and a dominant position in the industry.

Playle & Partners LLP is a multi-disciplinary property construction consultancy founded in 1954. With four partners and 35 members of staff across four locations, people are at the very heart of their business. As an SME, a key challenge is competing with large scale multi-national companies for talent; to maintain a competitive edge, the team has had to come up with innovative ways of attracting and retaining the best qualified people with sought-after expertise.

At entrance level, they support local careers fairs and STEM Ambassadors. In 2017 they attended 6 school and 12 university events and offered work placements and permanent positions as a result. The practice consistently encourages the flow of skills, mindfulness of behaviour towards the local community and support of charitable events.



No of staff: 35    Turnover: £2.5m

**Actions**

- Constant quest for new endeavours and innovation.
- Tailor-made training and development programmes.
- Correct balance between work, study and mentoring.
- Investment: in 2017 equivalent cost of training + hours equated to £147,105.
- 23% of total workforce engaged in external training.
- Commitment to equality & diversity: 35/65% male/female ratio compared to industry average 13/87%.

**Impacts**

- High staff retention and satisfaction levels.
- Long serving staff members, who have been encouraged to train and develop.
- High employee productivity.

- Positive impact on the economic and social aspects of employee's lives.
- Enduring, stable working environment that engenders positive working relationships.

**Lessons learned**

This is a sustainable business that always encourages its people to upskill. All their programmes are designed and developed by experienced mentors within the practice who use the support and advice of appropriate resources and governing bodies. ISO 9001:2008 accreditation ensures that training programmes are well structured, recorded and audited. The practice is also actively working on being accredited by the Investors in People.