



INVESTORS IN PEOPLE  
Scotland

**Name:** Speakeasy Productions Ltd  
**Profile:** Media and events production company  
**Size:** 19 employees  
**Location:** Stanley, Perth  
**Website:** [www.speak.co.uk](http://www.speak.co.uk)



“In the last year to year and a half since we started this programme, our turnover in staff has most definitely decreased as a result of the Investors in People-assisted practices that we have put in place.”

Jim Adamson, Managing Director

## Background

Speakeasy Productions is a media production company based in a country house in Stanley, Perthshire. The company was founded in 1993, at which point we had three employees.

Currently we employ three part-time and 16 full-time staff. It is intrinsic to our business model that our core creative team is in-house. Speakeasy moved from their current premises six years ago to accommodate increased staff numbers taken on to service expanding business.



Speakeasy Productions produces television and video, live events and multimedia applications - mainly for major corporate and government clients. All of our productions are bespoke commissions, which, typically, are designed for internal and external communications or promotions.

Current clients include the Metropolitan Police Service, the Ministry of Defence, the Food Standards Agency Scotland, Scottish & Southern Energy, Deutsche Bank, BAE Systems, NCR, British Airports Authority, Astron, HSBC and many others.

## Why Investors in People?

This business was set up in 1993 primarily as a lifestyle company. Nobody within the company knew how to run it as a company either fiscally or from a human resources perspective.

As Managing Director, about four years ago I decided to do an MBA in order to better understand such elements of business protocol. Through talks with Scottish Enterprise Tayside we were introduced to Investors in People and attended a talk at a local hotel where we were inspired by one young lady's experience. As a result we decided to embark on the programme ourselves.

Orchard Brae House, 30 Queensferry Road, Edinburgh EH4 2HS  
Tel: 0131 625 0155 ~ Fax: 0131 625 0144 ~ Web: [www.iipscotland.co.uk](http://www.iipscotland.co.uk)

## **How long did it take to achieve Investors in People recognition?**

We received our Investors in People accreditation in November 2005. We started the process probably about a year to a year and a half before that.

## **In what way has your business performance improved since you started working towards the Standard?**

We have improved communication throughout the company and through preparing a business and development plan, each year, have improved how we run our business.

Staff performance and development has increased as we now have scheduled quarterly job chats with employees and also have a structured induction process.

We have weekly catch-up meetings to discuss what jobs we have on at the moment, which makes for better planning and communication not only between ourselves but also with our clients.

## **Has it changed what you do day to day?**

Yes hugely. We all believe that there has been a huge benefit to us as a team in embarking upon getting our accreditation.

Morale is high and therefore we have a happy, eager and ambitious team who all like their job and the company they work for. This communicates itself to clients and others outwith the company.



## **Have there been any specific benefits as a result?**

Obviously the odd one leaves now and again but I can probably confirm that in the last year to year and a half since we started this programme our turnover in staff has most definitely decreased as a result of the Investors in People-assisted practices that we have put in place.

## **What is your overall philosophy about your relationship with your staff?**

Our management team and I have talked about this a lot lately. We have a very strong belief that that the people within the company and their skills make the company and contribute greatly to our brand.

I believe that treating everyone fairly and keeping morale high produces great results and makes for a happy ship.

## **What would you say to anyone considering Investors in People?**

I would be happy to speak to anyone considering Investors in People and share with them our experiences and tell them how it's helped Speakeasy Productions and how it can also help them.

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