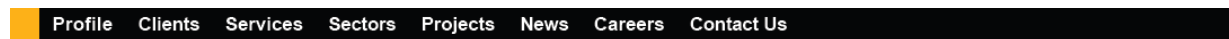


Client: Gleeds | Description: Careers section | Website: www.gleeds.com



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### Induction

As soon as you join Gleeds it's important to feel part of our organisation. For this reason, all of our new recruits take part in our two-stage induction programme.

Stage one is your local induction, where you are guided through your new role and responsibilities. You are also introduced to your new colleagues, office and technology.

In stage two you are taken through the world of Gleeds. This includes our vision, the structure of the company, our worldwide projects and our support structures. This stage will enable you to understand Gleeds and pinpoint your role within the larger organisation. It also gives you the opportunity to hear from and to meet some of Gleeds' key figures.

### Personal development plans

Each of our employees is issued with an individual personal development plan (PDP). The plans are closely linked to our appraisal system and also Gleeds' **core values**.

These documents allow staff and managers to plan their own annual training programmes, reflecting their personal development profiles and professional requirements. The PDPs also facilitate forward planning for growth and development into areas that could become available in the future.

### Investors in People

Our detailed programme of staff training is the foundation of our Investors in People (IIP) accreditation by **IIP UK**.

This international standard is the benchmark for levels of good practice for training and development of staff.

- [National Training Academy](#)
- [Professional Accreditation](#)
- [Trainees to Trainers](#)