

CIPD Advanced Diploma in Strategic People Management (DSPM) - Level 7

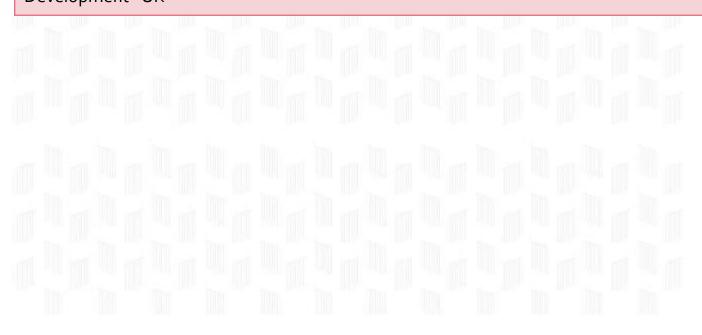
The CIPD Level 7 Advanced Diploma in Strategic People Management further extends the disciplines and scope learned in the CIPD Level 5 Associate Diploma in People Management and is aimed at intensifying learners' autonomy and judgement so that they can strategically lead and direct organisations and their people. It offers the opportunity for learners to influence people practitioners and organisations.

Target Audience	This qualification galvanises learners with a depth and breadth of understanding of people practice and management to furnish them with the insight and
	strategy development skills required to operate and
	lead in an organisational setting at this level. It is
	suited to individuals who:
	 are experienced people practitioners
	 are working in a senior people practice role and wish
	to extend and deepen their skills and understanding
	to shape strategy, policy, and people
	 wish to shape people practice, creating value for a
	wider audience
	 are currently leading and managing people and
	practice within organisations



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	Online Live Programmes	
	Our online courses are live, interactive and give you all the	
	advantages of a face-to-face classroom but from the comfort	
Course Delivery	and convenience of your own home. There are also some	
	elements of online on demand delivery.	
	Total Fee per participant:	
	QAR 35,000 - Online Program	
Course Fees		
Course rees	<u>CIPD membership fees is not included in the course</u>	
	fees	
CIPD Membership	In order to receive your CIPD certificate , you will need to enroll as	
	a Student Member upon the start of your course via the CIPD	
	website.	
CIPD DDCM is offered by Oster University in collaboration with Dradfield Learning 9		

CIPD- DPSM is offered by Qatar University in collaboration with Bradfield Learning & Development– UK





CIPD Advanced Diploma in Strategic People Management		
Block 1 Work & Working Lives in a Changing Business Environment (Core)	 (DSPM) - Level 7 On completion of this unit, learners will: Understand ways in which major, long-term environmental developments affect employment, work and people management in organisations. Understand current and short-term developments in the people management business environment. Understand how change, innovation and creativity can promote improvements in organisational productivity. Understand the key interrelationships between organisational commitment to ethics, sustainability, diversity and well-being. 	
Block 1 People Management & Development Strategies for Performance (Core)	 On completion of this unit, learners will: 1. Understand the benefits of aligning people practices with organisational strategy and culture. 2. Understand how the development of people practices improve organisational performance and employee experience. 3. Understand current practice in major areas of people management and development work. 4. Understand the role and influence of people professionals in different organisational settings. 	



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Block 2 Personal Effectiveness, Ethics and Business Acumen (Core)	On completion of this unit, learners will: 1. Be able to model principles and values that promote inclusivity aimed at maximising the contribution that people make to organisations. 2. Be able to achieve and maintain challenging business outcomes for yourself and organisations. 3. Be able to apply learning to enhance personal effectiveness. 4. Be able to influence others during decision- making while showing courage and conviction.		
Block 2 Business Research in People Practice (Core)	On completion of this unit, learners will: 1. Be able to plan a people practice business research project aimed at adding organisational value. 2. Be able to justify the most appropriate research methods to collect data for the chosen project. 3. Be able to analyse data to make decisions and provide business and people management insights. 4. Be able to propose recommendations based on conclusions derived from the research and analysis.		



SERVICE & CONTINUING EDUCATION CENTER

CIPD Advanced Diploma in Strategic People Management (DSPM) - Level 7 On completion of this unit, learners will: Block 3 Strategic 1. Understand different perspectives on Employment employment relations and how they influence **Relations** (Specialist the roles of people professionals and line Knowledge) managers. 2. Understand how external institutions can shape employment relations at organisational level. 3. Understand how people professionals can work with employees and trade unions to sustain mutuality and voice. 4. Understand how people professionals work with employees and trade unions to mitigate organisational risks. Block 3 On completion of this unit, learners will: **Resourcing & Talent** 1. Understand the impact of the changing Management to business environment on resourcing and Sustain Success talent management strategy and practice. (Specialist 2. Understand organisational recruitment and Knowledge) selection strategies. 3. Understand the importance of succession planning to support sustainable organisational performance. Understand approaches to improving individual and team performance.



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Block 4 Strategic Reward Management (Specialist Knowledge)	On completion of this unit, learners will: Understand effective reward strategies and policy frameworks. 2. Understand the value of a 'total rewards' approach. 3. Understand pay structures and approaches to establishing pay levels. 4. Understand the importance of organisational approaches to compliant and ethical reward practice.			
Block 4 Managing People in an International Context (Optional Specialist Knowledge)	 On completion of this unit, learners will: 1. Understand how major strategic and contextual forces shape the management of people in international organisations. 2. Understand how and why people management practice varies between different countries and regions across the world. 3. Be able to manage staffing and employment practices in international Organisations. 4. Understand effective and sustainable people management activities in international contexts. 			



Terms and Conditions

- To confirm the course, a Purchase Order or Nomination letter is required .
- Course invoice will be submitted by Qatar University upon start of course and has to be paid within 30 days .
- Course Fees does not include CIPD Membership Fees.
- As a part of registration process, participants will have to undertake and English test for both Level 3 and Level 5. For Level 5, an interview will be scheduled with the Head of L&D Bradfield
- Upon completion of registration, all email correspondence regarding the course will be with the Training Support of Bradfield.
- Attendance of course and completion of assessment, is mandatory for all blocks of Level 3 and 5. Organization nominating participants are responsible for following up with participants regarding the attendance and completion of course.
- Upon confirming registration and start of course, participants cannot be replaced .
- Participants who do not attend or do not complete assignments, will still be paid for by the client upon submission of invoice by Qatar University.
- If participants fail to attend a block or a part of it, they will be deferred to another Block and additional deferral fees will have to be paid by participants/ organization directly to Bradfield.
- CIPD Online course is a public course , the Online platform used by Bradfield for course delivery will be Zoom.
- Participants will have to attend the Induction session for the Online course.