

PwC Academy

# CIPD Advanced Diploma in Strategic People Management (L7)

A CIPD qualification connects you with your peers and gives you the strategies you need to increase your knowledge and skills to boost your career and make an impact.



Are you ready to develop your personal effectiveness and business acumen? Based on the latest business research in the people practice, this qualification will help you learn how to manage employment relations, and recruit and nurture talent to sustain success – and reward and motivate the superstars in your workforce.

## O CIPD

The CIPD is a professional body for experts in people at work. For more than 100 years, they have been championing better work and working lives by setting professional standards for HR and people development, as well as driving positive change in the world of work. PwC's Academy is an approved study centre for CIPD qualifications.

PwC Academy is the only approved training center for CIPD qualifications in Eurasia and Eastern Europe



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## What will be the benefit to my career and business?

The CIPD Advanced Diploma in Strategic People Management is designed for experienced HR professionals who are looking to develop their skills and enhance their knowledge at the strategic management level.



### Benefits of the programme

- ✓ Implementing and managing effective people management and development strategies
  - ✓ Demonstrating a wide range of management skills, competencies and knowledge
  - ✓ Exercising greater influence within your organisation
  - ✓ Demonstrating a greater understanding of the business environment
  - ✓ Helping attract, retain and develop people needed for organisational success
  - ✓ Effectively managing and communicating organisational change
  - ✓ Understanding of key labour market trends and their significance for different kinds of organisations and in different country contexts
  - ✓ Understanding the business context of reward, including key reward principles, policies and practices
  - ✓ Know how to deliver clear, business-focused reports on an HR issue
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**16 hours**

### People management and development strategies for performance

- Understand the benefits of aligning people practices with organisational strategy and culture.
  - Understand how the development of people practices improves organisational performance and employee experience.
  - Understand current practice in major areas of people management and development work.
  - Understand the role and influence of people professionals in different organisational settings.
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**8 hours**

### Personal effectiveness, ethics and business acumen

- Be able to model principles and values that promote inclusivity aimed at maximising the contribution that people make to organisations.
  - Be able to achieve and maintain challenging business outcomes for yourself and organisations.
  - Be able to apply learning to enhance personal effectiveness.
  - Be able to influence others during decision making while showing courage and conviction.
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**8 hours**

### Business research in people practice

- Be able to plan a people-practice business research project aimed at adding organisational value.
  - Be able to justify the most appropriate research methods to collect data for the chosen project.
  - Be able to analyse data to make decisions and provide business and people management insights.
  - Be able to propose recommendations based on conclusions derived from research and analysis.
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**8 hours**

### Strategic employment relations

- Understand different perspectives on employment relations and how they influence the roles of people professionals and line managers.
  - Understand how external institutions can shape employment relations at the organisational level.
  - Understand how people professionals can work with employees and trade unions to sustain mutuality and voice.
  - Understand how people professionals work with employees and trade unions to mitigate organisational risks.
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**16 hours**

### Resourcing and talent management to sustain success

- Understand the impact of the changing business environment on resourcing and talent management strategy and practice.
  - Understand organisational recruitment and selection strategies.
  - Understand the importance of succession planning to support sustainable organisational performance.
  - Understand approaches to improving individual and team performance.
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**16 hours**

### Strategic reward management

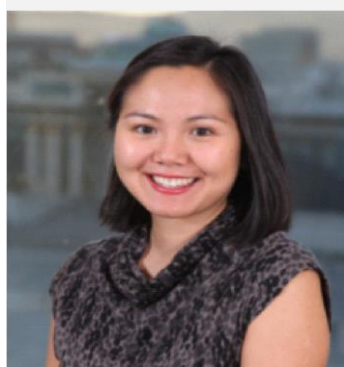
- Understand effective reward strategies and policy frameworks.
  - Understand the value of a 'total rewards' approach.
  - Understand pay structures and approaches to establishing pay levels.
  - Understand the importance of organisational approaches to compliant ethical and reward practice.
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**16 hours**

### Technology enhanced learning

- Understand major technological developments and their impact on the design and practice of learning and development.
- Understand a variety of technological solutions and their relevance within learning and development.
- Understand the implementation of learning technologies within organisations.
- Understand the role of data in improving the effectiveness of organisational learning and development provision.

## Tutors



### Olga Khardayeva

Olga is the Leader of People and Organization Practice at PwC Eurasia. Olga has over 16 years of experience with PwC, including work in Russia, Central and Eastern Europe and Eurasia. Olga has significant experience in strategic consulting, performance management, business process improvement and change management.



### Natalya Bekbatyrova

Director of PwC HR department, Human Capital Leader Eurasia in PwC. Natalya has more than 16 years of experience in human resource management in Kazakhstan, in such companies as Tetra Pak Central Asia, LG Electronics. Natalya is a leading trainer of HR seminars and qualifications in PwC Academy and CIPD accredited tutor for CIPD courses



### Jan Stepan

Jan brings extensive experience in learning, talent and leadership development from his career that spans three continents. He has served as a Learning Manager in Deloitte Central Europe, Head of Mission for People in Need in Afghanistan, L&D Leader for PwC in Eurasia, Development Leader of PwC CEE, Learning Relationships Lead for Deals in PwC UK and Leadership Development and Coaching Leader for PwC in Canada.

Modules	Dates	Cost in USD excluding VAT
Module I	October 28, 29, 2021 November 1, 2, 2021 December 9, 10, 13, 14, 2021 January 17, 18, 2022	
Module II	February 15, 16, 2022 March 16, 17, 2022 April 21, 22, 25, 26, 2022	
Module III	May 23, 24, 25, 26, 2022 June 27, 28, 29, 30, 2022	
<b>Course cost</b>		5,500

**Format:**online.

**Language:** English.

Training materials developed by CIPD and PwC experts are provided in English.