

CIPD Advanced Diploma in Strategic People Management

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.

About the 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 provider of CIPD qualifications.

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.

It is suited to individuals who

- Are experienced people practitioners
- Work in a senior people practice role and wish to extend and deepen their skills and understanding as regards shaping strategy, policy and people
- Wish to shape people practice creating value for a wide audience

This world-renowned programme

- Provides strategic insights into key areas of human resources management
- Provides access to research-led insights from the world's leading HR experts, allowing you to challenge the status quo, inspire action and influence change
- Leads to Associate Membership (Assoc. CIPD). Upon successful completion of the Advanced Diploma, candidates with the relevant professional experience can apply for Chartered Membership
- Will help develop your career and have an impact in your organisation

Programme structure

The 12-month programme comprises workshops (13 teaching days) and a blend of other learning activities.

Participants will need to complete written research assignments for assessment during the programme.

The training modules are run at PwC's Academy premises or online.

All teaching will be delivered by highly experienced PwC professionals who are accredited for delivery.

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Programme content

2 days

Work and working lives in a changing business environment

- 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.

2 days

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.

1 day

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.

1 day

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.

Programme content

1 day

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.

2 days

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..

2 days

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.

2 days

Business research in people practice

- 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.

Benefits of the programme

Improved knowledge and competency in the following areas:

- 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

More information on

PwC CEE CIPD website

https://www.pwc.com/c1/en/Academy/cipd-hr-certification-pwc-academy.html



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An internationally recognised HR qualification from a leading global HR professional body

- Associate CIPD membership - a global professional institute in personnel and development; membership includes exclusive access to professional resources and tools, online learning journals and monthly magazines, and an extensive library of HC professional resources and CIPD tools; membership of special interest forums and annual conferences and seminars
- Membership of a learning community of key HC leaders from leading organizations in the CEE region – excellent networking and benchmarking opportunities

Who will teach you?

The workshops are led by PwC professionals, who are accredited and have excellent training skills and extensive experience in introducing HR topics and their practical application. During the programme, you will receive study materials developed by CIPD and PwC experts and full support from the tutors.

Join this unique programme with PwC's Academy now!

At the PwC Academy, we have extensive experience in delivering professional qualifications, and train over 10,000 delegates per year in different areas of expertise, including HR. Our tutors are leading HR consultants who are all certified and possess extensive teaching and interpersonal skills.

The Academy gives you the opportunity to benefit from PwC's global network and its accumulated knowledge, to ensure that you bring the highest value to your business.