



CIPD Associate Diploma in Organisational Learning & Development (DOLD) - Level 5

The CIPD Level 5 Associate Diploma in Organisational Learning and Development builds on the CIPD L3 Certificate in People Practice and is aimed at further expanding learners' independent practice so that they can evolve into learning and development leaders and managers. Learners' work will be mainly operational with some complexity. They will contribute to the thinking around their work, analysing information to inform organisational learning and its future capability. Creating learning environments and supporting employees to continuously develop will create motivation and value through impactful learning. Using a framework of HR and L&D understanding, behaviours and skills development, this qualification offers opportunity for learners to transition to employment as learning and development specialists.

Target Audience

This qualification extends and fosters a deeper level of understanding and application, and naturally progresses learners' expertise in learning and development. It is suited to individuals who:

- are aspiring to, or embarking on, a career in learning and development
- are working in a people practice role and wish to extend their knowledge and skills to help shape organisational learning and development
- are working towards or working in a learning and development role



Course Delivery	<u>Online Live Programmes</u> Our online courses are live, interactive and give you all the advantages of a face-to-face classroom but from the comfort and convenience of your own home. There are also some elements of online on demand delivery. <u>Face to Face Programmes</u> The teaching is delivered in a classroom environment, supplemented with online delivery, both live and on demand. The face-to-face learning delivery is conducted in specially selected high quality hotel venues and the online element via our brand-new learning management system, both environments enabling the delivery of first-class learning.
Course Fees	Total Fee per participant: QAR 23,600 - Online Program QAR 35,000 - Face to Face Program <u>CIPD membership fees is not included in the course fees</u>
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- DHRM is offered by Qatar University in collaboration with Bradfield Learning & Development– UK	



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Block 1

**Organisational
Performance &
Culture in Practice
(Core))**

On completion of this unit, learners will:

1. Understand the connections between organisational structure, strategy and the business operating environment.
2. Understand organisational culture and theoretical perspectives on how people behave at work.
3. Understand how people practice supports the achievement of business goals and objectives.

Block 1

**Evidence-Based
Practice
(Core)**

On completion of this unit, learners will:

1. Understand strategies for effective critical thinking and decision-making.
2. Understand the importance of decision-making strategies to solve people practice issues.
3. Be able to measure the impact and value of people practice to the organisation.

Block 1

**Professional
Behaviours &
Valuing People
(Core)**

On completion of this unit, learners will:

1. Be able to demonstrate professional and ethical behaviours, in the context of people practice.
2. Be able to champion inclusive and collaborative strategies for building positive working relationships.
3. Be able to demonstrate personal commitment to learning, professional development and performance improvement.



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Block 2

Supporting Self-directed & Social Learning (Specialist Knowledge)

On completion of this unit, learners will:

1. Understand theoretical concepts of self-directed and social learning.
2. Understand how to encourage and engage individuals in self-directed and social learning and development activities.
3. Be able to support self-directed and social learning through the curation of learning resources.

Block 2

Learning & Development Design to Create Value (Specialist Knowledge)

On completion of this unit, learners will:

1. Understand the legal, cultural, logistical, financial and learner factors to be considered when designing learning and development.
2. Be able to establish learning and development needs in relation to organisational objectives.
3. Be able to design engaging learning and development solutions underpinned by learning theory that address identified objectives.



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Block 3

**Facilitate
Personalised &
Performance
Focused Learning**
(Specialist
Knowledge)

On completion of this unit, learners will:

1. Be able to prepare for an engaging and impactful learning and development activity.
2. Be able to deliver a learning and development activity using effective and inclusive facilitation methods.
3. Understand strategies which support the transfer of learning to the workplace.

Block 3

**Leadership
Management
Development**
(Optional Specialist
Knowledge)

On completion of this unit, learners will:

1. Understand the relevance of leadership and management and the knowledge, skills and behaviours required.
2. Understand a range of different learning and development initiatives in developing leaders and managers.
3. Understand the effectiveness of leadership and management development initiatives.