



CIPD Associate Diploma in People Management (DPM) - Level 5

The CIPD Level 5 Associate Diploma in People Management builds on the CIPD Level 3 Foundation Certificate in People Practice and is aimed at further expanding learners' independent practice to enable them to evolve into more senior roles within organisations as people professionals. Learners' work will be mainly operational with some complexity. They will contribute to the thinking around their work, analysing information to inform choices and actions. Working with and influencing others through their work will create short-term value for a wider audience. Using a framework of HR and L&D understanding, behaviours and skills development, this qualification offers opportunity for learners to transition to employment as people managers.

Target Audience

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

- are aspiring to, or embarking on, a career in people management
- are working in a people practice role and wish to contribute their knowledge and skills to help shape organisational value
- are working towards or working in a people manager role



Course Delivery	<u>Online Live Program</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>Blended Program</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 18,000 - Online Program QAR 35,000 - Blended 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- DPM 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

Employment Relationship Management (Specialist Knowledge)

On completion of this unit, learners will:

1. Understand employee voice, engagement and practices to support better working lives.
2. Understand different forms of conflict behaviour and dispute resolution.
3. Understand how to manage performance, disciplinary and grievance matters lawfully.
4. Understand the role of employee bodies in employment relations.

Block 2

Talent Management & Workforce Planning (Specialist Knowledge)

On completion of this unit, learners will:

1. Understand key contemporary labour market trends and their significance for workforce planning.
2. Understand the purpose and importance of workforce planning.
3. Understand the purpose and impact of effective talent management.
4. Understand the importance of managing contractual arrangements and effective onboarding.



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Block 3

**Reward for
Performance &
Contribution**
(Specialist
Knowledge)

On completion of this unit, learners will:

1. Understand the impact of reward approaches and packages.
2. Be able to develop insight from benchmarking data to inform reward approaches.
3. Understand the role of people professionals in supporting line managers to make reward decisions.

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.