

## 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

<p>Course Delivery</p>	<p><b><u>Online Live Program</u></b>          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.</p> <p><b><u>Blended Program</u></b>          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.</p>
<p>Course Fees</p>	<p>Total Fee per participant:          QAR 18,000 - Online Program          QAR 28,000 - Blended Program</p> <p><b><u>CIPD membership fees is not included in the course fees</u></b></p>
<p>CIPD Membership</p>	<p>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.</p>
<p>CIPD- DPM is offered by Qatar University in collaboration with Bradfield Learning &amp; Development– UK</p>	

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

<p>Block 1</p> <p>Organisational Performance &amp; Culture in Practice (Core)</p>	<p>On completion of this unit, learners will:</p> <ol style="list-style-type: none"> <li>1. Understand the connections between organisational structure, strategy and the business operating environment.</li> <li>2. Understand organisational culture and theoretical perspectives on how people behave at work.</li> <li>3. Understand how people practice supports the achievement of business goals and objectives.</li> </ol>
<p>Block 1</p> <p>Evidence-Based Practice (Core)</p>	<p>On completion of this unit, learners will:</p> <ol style="list-style-type: none"> <li>1. Understand strategies for effective critical thinking and decision-making.</li> <li>2. Understand the importance of decision-making strategies to solve people practice issues.</li> <li>3. Be able to measure the impact and value of people practice to the organisation.</li> </ol>
<p>Block 1</p> <p>Professional Behaviours &amp; Valuing People (Core)</p>	<p>On completion of this unit, learners will:</p> <ol style="list-style-type: none"> <li>1. Be able to demonstrate professional and ethical behaviours, in the context of people practice.</li> <li>2. Be able to champion inclusive and collaborative strategies for building positive working relationships.</li> <li>3. Be able to demonstrate personal commitment to learning, professional development and performance improvement.</li> </ol>

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

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.

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

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.

## 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 an 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.