



Dive into a career you love...

# CIPD Level 7

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## Advanced Diploma in Strategic People Management

**CIPD**



# Introduction

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The CIPD Level 7 Advanced Diploma in Strategic People Management is a professional qualification based on the CIPD Profession Map. The Map was launched in 2018 having been developed in collaboration with a wide range of experts working at the heart of the profession. It sets the international benchmark for the people profession and provides a strong foundation to give people professionals the confidence and capabilities to guide their decision-making, actions and behaviours.

Each unit within the CIPD Level 7 Advanced Diploma in Strategic People Management has clear linkage to the Profession Map. The core units are directly aligned to the core knowledge and core behaviours of the Profession Map.



**Average completion time: 18 - 24 Months**



**Get in touch for our next available start dates**



**Cost:**

Online Live - £5400

On Demand - £3750

# Who is it for?

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This qualification further extend the disciplines and scope learned in the CIPD Level 5 Associate Diploma in People Management and is aimed at intensifying learners' autonomy and judgement so that they can strategically lead and direct organisations and their people. It offers the opportunity for learners to influence people practitioners and organisations.



# Why study with BePro?

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Unlimited tutor support from qualified and experienced tutors



Maximum workshop sizes of 25 learners to ensure an interactive learning experience in live workshops



Flexible learning options - study on demand anytime anywhere if preferred



100% pass rate



Excellent feedback from current and previous students



# How is the learning delivered?

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## Online Live

With our online live option, you will be required to attend online workshops via Zoom. You will be studying alongside learners from a variety of sectors and organisations, networking and sharing experiences.

You will be required to attend a 3 hour workshop once every 3 weeks; with reading, research and assignment writing in between.

Request the next start dates by emailing:  
[info@beprodevelopment.co.uk](mailto:info@beprodevelopment.co.uk)

## Online On Demand

We offer a self-study, on-demand learning option which allows you to learn at your own pace, anywhere, anytime. With access granted as soon as you pay your deposit you can complete your qualification in as little as 6 months if you choose.

You will have tutor support and 24/7 access to the course material. This option is available to start at any time!



# Qualification Objectives

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This qualification galvanises learners with a depth and breadth of understanding of people practice and management to furnish them with the insight and strategy development skills required to operate and lead in an organisational setting at this level:

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- are experienced people practitioners
  - are working in a senior people practice role and wish to extend and deepen their skills and understanding to shape strategy, policy and people
  - wish to shape people practice, creating value for a wider audience
  - are currently leading and managing people and practice within organisations

## Guided Learning Hours:

It is expected that you will undertake **240** guided learning hours which we will provide through workshops, tutorials and learning resources.

## Self-Study Requirements:

Alongside the guided learning hours, we recommend that you also commit to at least **960** self-study hours of your own self directed study. This includes reading textbooks and journal articles, as well as trusted websites.

# Your course at a glance

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## Core modules

- Work and working lives in a changing business environment
- People management and development strategies for performance
- Personal effectiveness, ethics and business acumen
- Business research in people practice

## Three specialist units

- Strategic employment relations
- Resourcing and talent management to sustain success
- Strategic reward management

## One optional unit

- Organisational design and development
- Advanced employment law in practice
- Learning and development practice
- Technology-enhanced learning
- Advanced diversity and inclusion
- Managing people in an international context
- Well-being at work

Read more about each unit below!

# Core Modules

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## **7COO1 Work and working lives in a changing business environment**

**About this unit:** This unit extends understanding of the interaction between the commercial business environmental likely future developments in the world of work, employment and the management of people. It discusses the range of people practices that are growing in importance including those relating to ethics and sustainability, employee wellbeing, equality, diversity and inclusion.

## **7COO2 People management and development strategies for performance**

**About this unit:** This unit focuses on the importance of evidence-based, outcomes-driven and principles-led practice in support of the core purpose of the people profession. It explores how people professionals create value and deliver outcomes for organisations and employees, and how contributing to the achievement of business objectives improves performance and enhances the employee experience.

## **7COO3 Personal effectiveness, ethics and business acumen**

**About this unit:** This unit is about supporting workers and promoting effective and ethical behaviours to champion better work and working lives and develop business acumen. The theories and concepts that underpin this subject are essential for promoting inclusiveness and influencing others through fair and transparent behaviours. Through core skillsets such as perception, critical thinking, communication and teamwork.

## **7COO4 Business research in people practice**

**About this unit:** This unit contains the components to enable a systematic approach to define, design and undertake a business research project in people practice. It focuses on developing ability to produce an integrated report, based on evidence and to include own recommendations and critical reflection.



# Specialist Units

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## **7HR01 Strategic employment relations**

**About this unit:** This unit focuses on different perspectives of employment relations and the cooperation and conflict that varies between workplaces. There is a key role that institutions beyond the workplace play in shaping people management, policy and practice within organisations and a wide variety of models to emerge, meaning that outcomes are less predictable and relationships must be handled with great care.

## **7HR02 Resourcing and talent management to sustain success**

**About this unit:** This unit focuses on the day-to-day practicalities and the longer-term strategic issues associate with resourcing organisations appropriately, ethically and fairly and to maximise the performance of staff and the organisation. These activities take place in a competitive context in which different employers aspire to recruit and retain the most talented and experienced people.

## **7HR03 Strategic reward management**

**About this unit:** The unit focuses on the role of strategic reward in attracting, motivating and retaining people at work in order to direct the actions and behaviours of individuals, teams and the organisation towards the achievement of organisational goals. Different financial and non-financial benefits will be applicable depending on the organisational context, but these must always be fair and equitable.

# Optional Units

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## **7LD01 Organisational design and development**

**About this unit:** This unit focuses on the principles of organisational design and development to achieve strategic goals and support organisational success. It examines the impact of change through which adaptations are made to ways in which structure, process and people work.

## **7OS01 Advanced employment law in practice**

**About this unit:** This unit focuses on the major principles that underpin employment law, the defences which are available to employers and the remedies that claimants seek when they bring their cases to court.

## **7OS02 Learning and development practice**

**About this unit:** This unit provides an overarching synopsis of learning and development for those working predominantly in general people practice. It focuses on how the role of the learning function within organisations is influenced by a variety of internal and external factors. Importantly, it considers how organisational power and political structures impact upon the learning function.

## **7OS03 Technology enhanced learning**

**About this unit:** This unit considers the role of technology within learning and the use of technology-enabled content and platforms within organisations. It focuses on how data and learning analytics may be utilised by the learning and development function, while exploring the implementation of technological systems and considering the potential barriers to success.

## **7OS04 Advanced diversity and inclusion**

**About this unit:** This unit explores strategic workplace diversity and inclusion in terms of communication and training, addressing workplace behaviour and analysis of trends. It focuses on historical and the present-day role of trade unions and line managers promoting a fair workplace culture.

## **7OS05 Managing people in an international context**

**About this unit:** There can be major challenges and complexities facing organisations when they become international in their scope and activities. Comparative people management practice varies from country to country, the reasons for this being partly intentional in nature and partly cultural.

## **7OS06 Wellbeing at work**

**About this unit:** This unit highlights the importance of wellbeing in the contemporary workplace to employer and employee outcomes. It provides learners with comprehensive knowledge of the links between work, health and wellbeing and an understanding of the social responsibilities of organisations, based on key theories in this area.

# FAQ's

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## What additional support is provided?

All candidates will have support from an expert CIPD tutor during normal office hours throughout the duration of their programme. Our extensive library of learning materials are available 24/7.

- Unlimited tutor support – via email, phone or online conference call (whatever suits you best).
- Exceptional and detailed course material.
- Student support team to assist with any technical or non-academical questions.

## Can I pay in installments?

Yes, we provide interest-free monthly payment options for learners who wish to pay in regular instalments. This will be set up as a direct debit so you do not need to remember to make the payments each month. There are no credit checks, however, if the monthly payment is missed then access to the course will be suspended until payments are up to date.

If your employer is funding all or part of your course, we will invoice them directly, just let us know before you sign up. If we need a purchase order to be able to invoice, please don't forget to request this!

We are pleased to be able to accept ELCAS funding for your course. If you are looking to use your enhanced learning credits, just let us know upon enquiry and we'll help with completing the application.

## **Is BePro an official CIPD provider?**

Yes! We are an accredited CIPD centre and have been since 2016. We are specialists in HR and L&D. Renowned for our impressive achievement rates and recommended for our supportive and innovative approach to learning, we are first-choice providers for professional development training.

## **How will I know which CIPD qualification is right for me?**

We offer all levels of CIPD qualifications from level 3 to 7, guaranteeing a course that is suitable for your needs. We will ensure your chosen programme is right for you before you begin. Please call 01642 715381 to speak to a course advisor who will be able to help you make the right decision.

## **Will I require a CIPD Membership?**

Yes; to be able to submit your assignments to CIPD for moderation and certification, you will need to include your CIPD membership number on each assignment submission. You will not be able to achieve your qualification without being a member of the CIPD.

## **How do I enrol?**

All you have to do is give one of our advisors a call on [01642 715381](tel:01642715381) or email us at [info@beprodevelopment.co.uk](mailto:info@beprodevelopment.co.uk) .

Alternatively you can register your interest by visiting:

[www.beprodevelopment.co.uk](http://www.beprodevelopment.co.uk)