CIPD Level 5- Associate Diploma in Organizational Learning & Development

OVERVIEW

- The CIPD Level 5 Diploma in Organisational Learning and Development is an L&D qualification developed by the Chartered Institute of Personnel and Development (CIPD). It's roughly equivalent to an undergraduate degree.

- By enrolling in a CIPD Level 5 course, you'll develop practical, hands-on knowledge in a wide range of L&D subjects, from social learning to organizational performance – helping you upgrade your skills and advance in your training career.

- Successfully completing the CIPD Level 5 L&D Diploma will allow you to become a CIPD Associate Member and open up your path to studying the prestigious CIPD Advanced Diploma in L&D.

This is an intensive case studies-based course.

COURSE CONTENT

Professionals' Behaviours and Valuing People

- This unit explores professional and ethical behaviors by evaluating what it means to be a people professional and how personal and ethical values can be applied. You'll learn how to champion inclusive and collaborative strategies, arguing the human and business benefits of inclusive behaviors and the right to be fairly treated at work. You'll also design and evaluate solutions to build positive working relationships while exploring how the role of people professionals is evolving.

Organizational Performance and Culture in Practice

- This unit examines the factors and trends that impact business strategy and workforce planning, considering the influence of culture, employee well-being, and behavior in delivering change and organizational performance. You'll discover the connections between business structure and strategy and learn how to analyze and assess organizational priorities while ensuring business objectives are delivered in line with customer requirements.

Evidence-Based Practice

- In this unit, you'll understand the concepts of evidence-based practice and the tools and methods applied to diagnose workplace issues, challenges, and opportunities. You'll also learn to evaluate solutions' benefits, risks, and financial implications.

Aimed at improving people practice issues and measuring the impact and value people practice contributions make to organizations.

Support Self-Directed and Social Learning

- This unit covers the concepts, connections, and theories between self-directed and social learning, including evaluating the benefits and risks. You'll study how organizations encourage learning and how digital and technological innovations encourage and enable self-directed learning. Additionally, you'll learn how to support learning through various resources and learn how to encourage and support learners.

Facilitate Personalised and Performance-Focused Learning Your CIPD modules.

- This unit will help you develop various personalized, accessible learning resources. You'll study the concept of facilitation and the techniques involved to support learning and demonstrate techniques for monitoring the success of learning activities, differentiating these according to the needs of learners. You'll also explore ethical factors involved in facilitating learning, where you'll deliver an inclusive learning activity that meets objectives.

Leadership and Management Development

- This unit explores the fundamental elements that drive the need for organizational leadership and management and examines its interdependent nature. You'll identify the roles leaders and managers perform in different contexts and assess the skills and competencies required. You'll then evaluate indicators of successful leadership programs while assessing the impact of leadership and management development on the organization and its employees.

Learning and Development Design to Create Value

- In this unit, you'll learn about the factors considered when designing a framework for learning and development. You'll study L&D methods for identifying organizational needs and key principles and conducting stakeholder analysis concerning learning and development activity. You'll also learn to design engaging L&D solutions and address identified objectives.

Wellbeing at Work

- This module will explore the links between work, health, and well-being. You'll learn how wellbeing connects with wider people management and organizational strategy and understand how it can be managed to support business goals. You'll evaluate the main theories and issues surrounding wellbeing at work and identify the stakeholders required to maintain wellbeing initiatives. Finally, you'll have the chance to develop a plan for your workplace wellbeing program.

People Management in an International Context

- This unit allows you to examine contextual factors concerning managing people from an international perspective, assessing the drivers and benefits of employment internationally. You'll study the various approaches to international policy and practice and learn about the factors relevant to selecting and resourcing employees and the challenges and cultural differences to consider.

Specialist Employment Law

- In this unit, you'll learn about the purpose of employment regulation and how it's enforced in business practice. You'll evaluate the aims and objectives, the role played by the tribunal and courts in enforcing employment law, and how cases are settled before and after legal procedures. You also learn about various elements of discrimination and redundancy law and how to manage issues relating to pay, working time lawfully, and employment rights for flexible working.

Diversity and Inclusion

- In this unit, you'll learn about the value of diversity and inclusion in the workplace and how a diversity and inclusion strategy can support organizations. You'll also learn about organizational policies and practices concerning diversity and inclusivity at work and conduct an equality impact assessment on a people practice policy. You'll then evaluate the role of managers and leaders and the critical requirements needed to create a workplace culture that celebrates diversity and inclusion.

Advances in Digital Learning and Development

- In this unit, you'll learn about the impact of technological development and how digital collaboration can impact the design and delivery of L&D over time, including the risks and challenges that technology-based learning and development pose for organizations. You'll compare systems for delivering online and in-person learning, discuss the implications of these methods, and create engaging digital learning content to meet specific purposes and learning needs. Finally, you'll assess the primary skills required to facilitate online learning and include references to your development plan.