

The “Advanced Diploma in Strategic People Management” is the highest (Advanced) level of CIPD qualification, aimed, as the title suggests, at senior people professionals operating at strategic level.

THE OAKWOOD PROGRAM

Designed to cover the required content and assessment requirements of the qualification, the Oakwood program takes full account of the needs of senior people professionals working within the GCC region and beyond. The content covers a wide range of contemporary people management subject matter covered in tandem with consideration of business issues and challenges. This will include case studies with local relevance, and the input of guest speakers at various points in the program.

This prestigious qualification is set at Postgraduate level. It is the most widely recognised professional qualification in the UK and internationally in the field of human resources. As such it is the gold standard CIPD qualification. It will enable you, on successful completion and depending on your experience, to upgrade your professional membership to Chartered Member (MCIPD) or even Chartered Fellow (FCIPD).

THE PROGRAM WILL ENABLE STUDENTS TO:

- Increase their knowledge and skills in managing and leading people and business issues at a strategic level
- Encourage their breadth of thinking, including new thinking in leading edge organisations
- Enhance their strategic awareness, aligning people practice to rapidly changing organisational needs
- Deliver the guidance needed to see them through to qualification
- Ultimately significantly increase their impact as people and business professionals

THE PROGRAM IS SUITABLE FOR:

- Experienced people practitioners, operating at or about to advance to strategic level in either people management or development, in either an employed or independent consultancy role
- Those working in a senior people practice role and wish to extend and deepen their skills and understanding
- People who wish to shape strategy, policy and people practice, creating value for a wide audience and add value to their organisation



CONTENT OF THE ADVANCED LEVEL 7 DIPLOMA IN STRATEGIC PEOPLE MANAGEMENT

There are eight subjects in total:

- Work and Working Lives in a Changing Business Environment
- People Management and Development strategies and Performance
- Personal Effectiveness, Ethics and Business Acumen
- Business Research in People Practice (this involves a research project)
- Strategic Employment Relations
- Resourcing and Talent Management to Sustain Success
- Strategic Reward Management
- Well-being at Work

All subjects will be assessed by written assignment. There are no longer any examinations.

YOUR QUESTIONS ANSWERED

HOW WILL THE PROGRAM BE DELIVERED?

During this current COVID pandemic, the program will be delivered through the interactive medium of the GoToTraining online platform. This is a virtual classroom which enables student and facilitator interaction through teaching, discussions and practical activities. Oakwood's experience of delivering learning in this way has shown that it replicates to a large extent the interactivity and engagement levels of a face-to-face workshop. We describe our online learning approach as "Workshops without Walls" in acknowledgement of the fact that it enables the involvement of learners from different areas of the region - a factor that enriches the learning experience through the exchange of ideas from many different perspectives.

Once the pandemic is over, and restrictions are lifted, we will reintroduce face-to-face workshops in-region. However, it is likely we will retain, either in full or in part, aspects of the virtual training in tandem with face-to-face learning - because it works!

WHAT IS MY TIME COMMITMENT?

This is a totally new program compared to the existing one. We will deliver these four-day modules once every six to eight weeks. This is to allow for learning input, discussions, practical activities as well as personal reflection, and guidance and help with the relevant written assignments and group practical assessments. This means the whole program can be delivered in just over 12 months. Our first induction program and Module 1 start date will be in the spring of 2021.

Clearly, achieving a qualification at this level requires a high level of commitment from learners. There will be a requirement for self-study beyond the workshops as well as assessed and non-assessed activities. Oakwood will help and guide you with this and you will receive dedicated tutor support throughout your period of study to ensure your program as seamless and enjoyable as possible.

WHAT IS UNIQUE ABOUT THE ADVANCED DIPLOMA IN STRATEGIC PEOPLE MANAGEMENT?

Unlike a university or other HR Post-Graduate programs, Oakwood's students are selected on the basis of their professional attainment, not purely on academic qualifications. This means that our students will all be seasoned professionals with significant experience in the field of Strategic HR Management.

All our Faculty facilitators are already delivering Masters Level Programs in UK Universities at the moment. Some are published authors in the field of HR. They can all claim Strategic HR Management experience as well as the highest levels of HR academic qualifications.

There will be a high level of interaction with learners, and a strong emphasis on the practical application of theory. A full range of the latest teaching methodology will be used, including electronic media. Guest speakers will feature at various points in the program. Each student will be provided with guidance and mentoring as required, particularly on the progress of their Research Report.

In addition, a core textbook will be provided for each of the eight subjects covered. Oakwood will also fund the CIPD registration fee and pay for up to two years' CIPD subscription fees for each student.

AM I ELIGIBLE TO ENROL ON THE NEW LEVEL 7 OAKWOOD PROGRAM?

Oakwood will undertake a comprehensive 'diagnostic' process with each student. This will involve a review of your CV, Job Description(s) (where appropriate), an IELTS test (where appropriate), and a telephone or face-to-face interview. The purpose of this is not only to show your ability to undertake the rigours of the program, but to ensure that the Advanced Diploma is right for you.

HOW DO I FIND OUT MORE OR REGISTER TO ATTEND?

Please contact our Program Management team for a no-obligation discussion about enrolment, fees or any other matters that may need clarification.



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