



PROJACS ACADEMY
by @egis



Preparation Training for CIPD 5 - Associate Diploma in Organisational Learning and Development

التدريب التحضيري لـ CIPD 5 - الدبلوم في التعلم والتطوير التنظيمي

04 - 08 December 2023

Dubai / UAE

Introduction

This is a new qualification and replaces the previous Diploma in Learning and Development. The new qualification structure and content has been devised to meet the needs of modern learning and development professionals operating at management level and those of the organisations they represent.

The Associate Diploma in Organisational Learning and Development includes some of the learning content from the previous Diploma in Learning and Development but has been considerably updated.

This new qualification covers themes and learning input considered to be most relevant to management level learning and development professionals with a current and future focus. The qualification is considered the equivalent of a UK Foundation Degree.

Objectives

- Increase your knowledge and ability relating to learning and development and how the function relates to business issues
- Encourage breadth of thinking, including new ideas and considerations focused at strategic level
- Enhance your organisational awareness - aligning people practice to organizational evolving need
- Deliver the guidance needed to see you through to qualification achievement
- Increase your overall development as learning and development professionals operating at management level, enabling you to add value to your organisations and enhance your career prospects

Who Should Attend?

- Learning and development professionals operating at management or higher level. The program is designed to draw from personal experience and challenges from a management perspective.
- Individuals working outside of learning and development at management level who are perhaps considering a career move, where knowledge and expertise in learning and development would be a highly useful
- competency enhancement
- Independent consultants where learning and development management represents a significant focus area

Course Outline

Day One

Organisational Performance and Culture in Practice

- This unit examines the connections between organisational structure and the wider world of work in a business context. It highlights the factors and trends, including the digital environment, that impact on business strategy and workforce planning, recognising the influence of culture, employee well-being and behaviour in delivering change and organisational performance.

Day Two

Evidence-based Practice

- This unit addresses the significance of capturing robust quantitative and qualitative evidence to inform meaningful insight to influence critical thinking. It focuses on analysing evidence through an ethical lens to improve decision-making and how measuring the impact of people practice is essential in creating value.

Professional behaviours and valuing people

- This unit focuses on how applying core professional behaviours such as ethical practice, courage and inclusivity can build positive working relationships and support employee voice and wellbeing. It considers how developing and mastering new professional behaviours and practice can impact performance.

Day Three

Supporting self-directed and Social Learning

- This unit is about recognising how individuals are increasingly wanting to learn at their own pace, by their preferred method, and in a way that fits with their personal schedules and lifestyle. Moreover, effective organisational learning embraces formal and informal socialised activities. These shifts, and the greater recognition of the benefits in driving performance through learning, means that learning and development professionals must facilitate approaches for those who learn in these ways.

Learning and Development Design to Create Value

- This unit considers the relationship between the learning and development needs of individuals and organisational objectives. It focuses on the elements of theoretical and contextual learning design in facilitating impactful learning experiences that support performance and productivity.

Day Four

Facilitate Personalised and Performance Focused Learning

- This unit focuses on the effective facilitation of learning activities that have an impact. This includes knowing how to prepare an impactful intervention, making effective use of pre-learning activities and personalisation to create learning that can be transferred back into the organisational context. In addition, it explores facilitation techniques, whether face-to-face or online, and the principles and ethics that underpin the delivery of an outstanding learning experience.

Day Five

Leadership and Management Development

- The fundamentals of learning and development, taking a closer look at the essential area of Leadership and Management and how this is critical in developing the right culture and behaviours to establish a working environment which is cohesive, diverse, innovative and high-performing.

Training Method

- Pre-assessment
- Live group instruction
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- Each participant receives a 7" Tablet containing a copy of the presentation, slides and handouts
- Post-assessment

Program Support

This program is supported by interactive discussions, role-play, case studies and highlight the techniques available to the participants.

Schedule

The course agenda will be as follows:

- | | |
|---------------------------------|------------------|
| • Lunch at the Hotel Restaurant | 12:00 – 01:00 pm |
| • Technical Session | 01:00 – 02:00 pm |
| • Coffee Break | 02:00 – 02:15 pm |
| • Technical Session | 02:15 – 03:30 pm |
| • Coffee Break | 03:30 – 03:45 pm |
| • Technical Session | 03:45 – 04:30 pm |
| • Course Ends | 04:30 pm |

Course Fees*

- **3,200 USD**
**VAT is Excluded If Applicable*

المقدمة

هذا مؤهل جديد ويحل محل الدبلوم السابق في التعلم والتطوير. تم تصميم هيكل المؤهلات الجديد ومحتواه لتلبية احتياجات محترفي التعلم والتطوير المعاصرين العاملين على مستوى الإدارة واحتياجات المنظمات التي يمثلونها.

يشتمل الدبلوم في التعلم والتطوير التنظيمي على بعض المحتوى التعليمي من الدبلوم السابق في التعلم والتطوير ولكن تم تحديثه بشكل كبير.

يغطي هذا المؤهل الجديد الموضوعات ومدخلات التعلم التي تعتبر الأكثر صلة بمحترفي التعلم والتطوير على مستوى الإدارة مع التركيز الحالي والمستقبلي. ويعتبر المؤهل معادلاً للدرجة التأسيسية في المملكة المتحدة.

الأهداف

- زيادة معرفتك وقدرتك فيما يتعلق بالتعلم والتطوير وكيفية ارتباط الوظيفة بقضايا العمل
- تشجيع اتساع نطاق التفكير، بما في ذلك الأفكار والاعتبارات الجديدة التي تركز على المستوى الاستراتيجي
- تعزيز الوعي التنظيمي الخاص بك - مواءمة ممارسات الأشخاص مع الاحتياجات التنظيمية المتطورة
- تقديم التوجيه اللازم لرؤيتك حتى تحقيق المؤهلات
- زيادة تطورك الإجمالي كمحترفين في مجال التعلم والتطوير يعملون على مستوى الإدارة، مما يمكّنك من إضافة قيمة إلى مؤسساتك وتعزيز آفاق حياتك المهنية

الحضور

- موظفي التعلم والتطوير المهنيين العاملين في الإدارة أو المستوى الأعلى. تم تصميم البرنامج للاستفادة من الخبرة الشخصية والتحديات من منظور الإدارة
- الأفراد الذين يعملون خارج مجال التعلم والتطوير على مستوى الإدارة والذين ربما يفكرون في الانتقال إلى مهنة، حيث ستكون المعرفة والخبرة في التعلم والتطوير مفيدة للغاية في تعزيز الكفاءة
- المستشارون المستقلون حيث تمثل إدارة التعلم والتطوير مجال تركيز كبير لهم