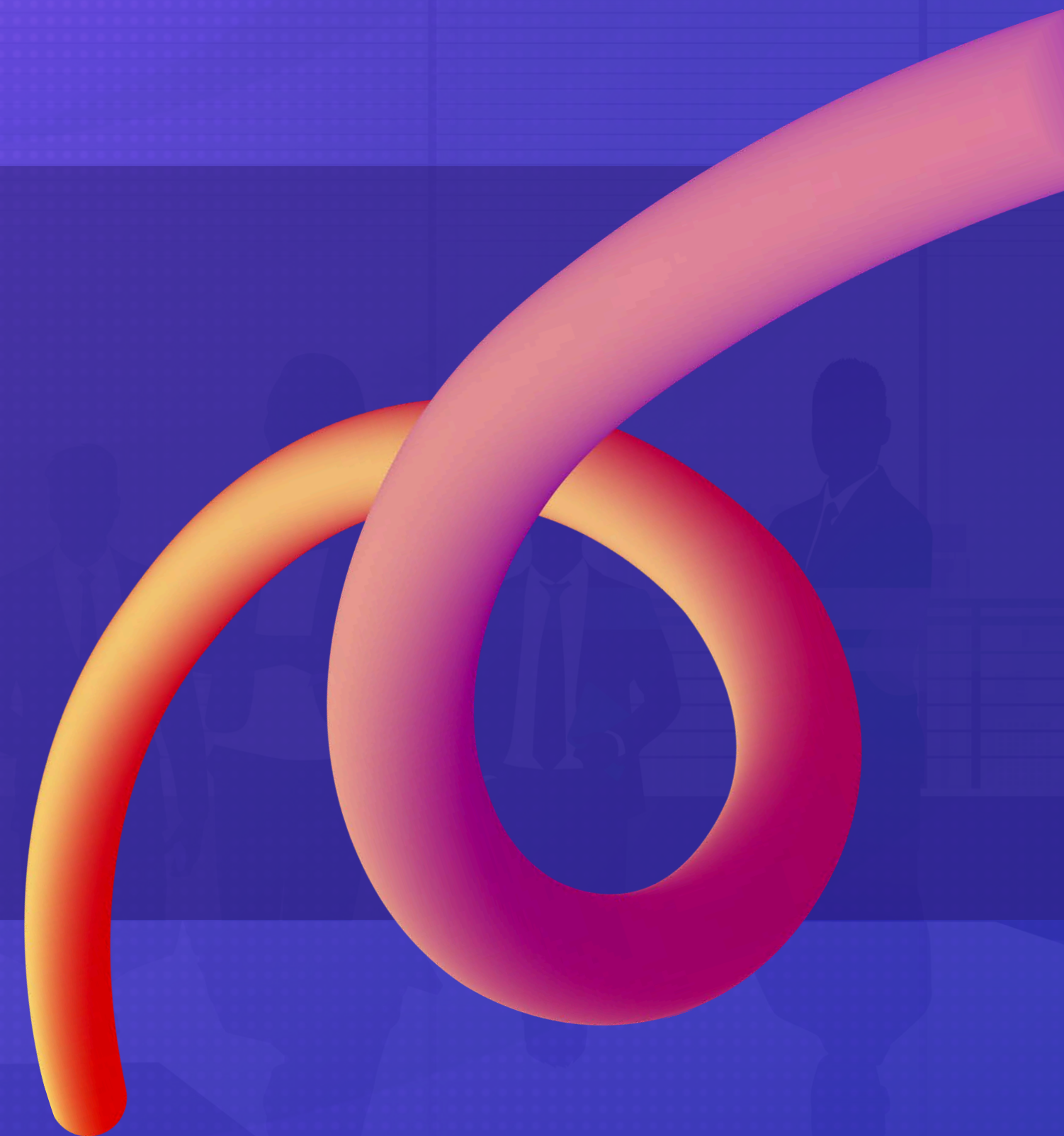


CIPD Level 7

Advanced Diploma in
Strategic People Management



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Course Overview

The **CIPD Level 7 Advanced Diploma in Strategic People Management** builds on the **CIPD Level 5 Associate Diplomas**, enhancing HR professionals' ability to lead organisational people management. It equips learners to master strategic HR management, fostering professional growth and impact. Upon completion, learners are eligible to pursue **CIPD Chartered Membership** (Chartered MCIPD) or **Chartered Fellow** (FCIPD). This qualification is equivalent to **RQF Level 7**.

The qualification takes **18 to 24 months** to complete and focuses on developing expertise in strategic people management, including organisational design, workforce planning, and leading change initiatives at a senior level.

Key Features



Develops high-level strategic leadership and management skills in HR.



Provides a deep understanding of key HR functions, including talent management, employee engagement, and diversity and inclusion.



Focuses on aligning HR strategies with organisational goals to drive business performance.



Emphasises data-driven and evidence-based approaches to workforce planning and strategic decision-making.

Who is it for?

The **CIPD Advanced Diploma in Strategic People Management** suits those seeking leadership roles in the People Profession.

Individuals who would benefit include:

HR Director

People and Change Consultant

Head of Talent Acquisition

Head of Talent Management

Organisational Development Director

Entry Requirements

- This qualification is designed for learners aged 21+.
- While there are no formal entry requirements, study centres should assess learners to ensure they possess the relevant knowledge and experience to undertake this Qualification.
- Centres must also ensure learners meet learning outcomes and possess the necessary literacy and numeracy skills to complete the CIPD Level 7 Advanced Diploma in Strategic People Management.

English Language Requirements

If English is not the learner's first language, it is recommended (but not mandatory) that learners meet one of the following criteria:

IELTS : Overall score of **5.5**, with a minimum of **5.5** in each category.

TOEFL : Total score of **71**, with at least **17** in each category.

Cambridge : **Grade C** or above.

Exemptions

- 1 **Recognition of Prior Learning (RPL)**
Allows learners to meet assessment requirements using existing knowledge, skills, or understanding.
- 2 **CIPD Qualifications**
CIPD offers predetermined exemptions for those with previous CIPD Qualifications, which is detailed here : **Exemption Process** 
- 3 **Non-CIPD Qualifications**
Learners who have Non-CIPD Qualifications can apply for exemptions by submitting an application with mapping and evidence to CIPD for verification.
- 4 **Exemption Limit**
Exemptions are subject to fees and capped at **50%** of the qualification.

Credits Transfer

These are the guidelines for transferring credits between CIPD Qualifications of the same level or type.

- Credit transfers can be granted for postgraduate-level HR, L&D, or related field courses.
- The completed qualification must align with the learning outcomes of the CIPD unit.

For more details on credit transfers, visit the **CIPD Credits Transfer Page** 

Course Structure

		Unit Name	Code	Choice	Exam Format	Credits	Guided Learning Hours	Total Qualification Time
4 CORE UNITS	[	Work and Working Lives in a Changing Business Environment	7CO01	Compulsory	Assignment	15	30	150
		People Management and Development Strategies for Performance	7CO02	Compulsory	Assignment	15	30	150
		Personal Effectiveness, Ethics and Business Acumen	7CO03	Compulsory	Assignment	15	30	150
		Business Research in People Practice	7CO04	Compulsory	Assignment	15	30	150
3 SPECIALIST UNITS	[	Strategic Employment Relations	7HR01	Compulsory	Assignment	15	30	150
		Resourcing and Talent Management to Sustain Success	7HR02	Compulsory	Assignment	15	30	150
		Strategic Reward Management	7HR03	Compulsory	Assignment	15	30	150
OPTIONAL UNIT	[	Wellbeing at Work	7OS06	Elective	Assignment	15	30	150
Accreditation Body			CIPD					
Avg. Completion Time			It will take 16-24 months to complete all the units					

NOTE

- **Guided Learning Hours (GLH)** = Supervised learning time (classroom, online tutorials, live sessions)
- **Total Qualification Time (TQT)** = GLH + Independent study time (reading, preparation, unsupervised assessment)
- **Credit Values** = Each Credit is equivalent to 10 hours of TQT (For example, if TQT = 1200 hours, Credit = 120)

Assessment and Grading

Assessment Approach:

- No formal exams; practical assignments based on real-world HR scenarios.
- Centres will mark and moderate assignments internally, while the CIPD will validate marks through sampling before releasing results to learners.

Grading:

- The qualification is not graded. Learners receive a Pass or Fail based on meeting all assessment criteria.

Progression

Complete all **eight units** to earn the **CIPD Level 7 Advanced Diplomas in Strategic People Management**. Depending on your experience, this can lead to **CIPD Chartered Membership** (MCIPD) or potential progression to **Chartered Fellow** (FCIPD)

Course Breakdown

The **Advanced Diploma in Strategic Learning and Development** equips professionals with the skills required for leadership roles in L&D. The qualification consists of **eight units**, structured as follows:

- **Core Units** : Must complete.
- **Specialist Units** : For specific career directions.
- **Optional Unit** : Optional for extra expertise.

To earn the **Advanced Diploma in Strategic People Management**, learners must successfully complete **four core units, three specialist units**, and **one optional unit** ensuring a well-rounded, customised learning experience aligned with their HR career goals.

Core Units

- Work and Working Lives in a Changing Business Environment (7CO01)
 - People Management and Development Strategies for Performance (7CO02)
 - Personal Effectiveness, Ethics and Business Acumen (7CO03)
 - Business Research in People Practice (7CO04)
-

Specialist Units

- Strategic Employment Relations (7HR01)
 - Resourcing and Talent Management to Sustain Success (7HR02)
 - Strategic Reward Management (7HR03)
-

Optional Unit

- Wellbeing at Work (7OS06)

Core Units : There are **four mandatory units** that focus on advanced HR skills for leadership roles in people management.

Work and Working Lives in a Changing Business Environment (7CO01)

This unit explores the interaction between the commercial business environment and future work trends, focusing on key people practices such as ethics, sustainability, technology, employee wellbeing, and equality, diversity, and inclusion.

Total Qualification
Time

150
Hours

Exam Format: Assignment

Guided Learning
Hours

30
Hours

Learning Outcomes:

Understand how long-term environmental changes and current developments in people management impact employment, work, and organisational practices.

Credit Values

15
Credits

People Management and Development Strategies for Performance (7CO02)

This unit highlights how people management professionals contribute strategically to achieving organisational goals across various sectors. It emphasises the importance of evidence-based, outcomes-driven, and principles-led practices.

**Total Qualification
Time**

150
Hours

Exam Format: Assignment

**Guided Learning
Hours**

30
Hours

Learning Outcomes:

Understand how people management practices and strategies link to organisational outcomes, explore current strategic practices in key areas of people management.

Credit Values

15
Credits

Personal Effectiveness, Ethics and Business Acumen (7CO03)

This unit focuses on promoting ethical behaviours and business acumen to support successful workers and champion better work practices. It emphasises inclusiveness, ethical influence, and the importance of transparent decision-making.

**Total Qualification
Time**

150
Hours

Exam Format: Assignment

**Guided Learning
Hours**

30
Hours

Learning Outcomes:

Model inclusive principles and values to maximise contributions, while achieving and maintaining challenging outcomes for yourself and the organisation.

Credit Values

15
Credits

Business Research in People Practice (7CO04)

This unit equips learners with the skills to define, design, and execute a business research project in people practice. It emphasises producing an evidence-based integrated report, including personal recommendations and critical reflection.

**Total Qualification
Time**

150
Hours

Exam Format: Assignment

**Guided Learning
Hours**

30
Hours

Learning Outcomes:

Plan a people practice research project that adds organisational value and select the most appropriate research methods to collect data for the project.

Credit Values

15
Credits

Specialist Units : There are **three specialist units** that are also mandatory and focus on critical aspects of strategic people management, such as Employment Relations and Reward Management. These units enable learners to specialise and develop deeper expertise in talent management, employment relations and strategic reward management.

Strategic Employment Relations (7HR01)

This unit explores various perspectives on employment relations, emphasising how cooperation and conflict vary across workplaces. It highlights the influence of external institutions on people management policies and practices.

Total Qualification
Time

150
Hours

Exam Format: Assignment

Guided Learning
Hours

30
Hours

Learning Outcomes:

Understand perspectives on employment relations, their impact on people professionals and managers, and how external institutions shape them.

Credit Values

15
Credits

Resourcing and Talent Management to Sustain Success (7HR02)

This unit addresses both the practical and strategic aspects of resourcing organisations ethically and fairly to maximise staff, enhance talent management and organisational performance.

**Total Qualification
Time**

150
Hours

Exam Format: Assignment

**Guided Learning
Hours**

30
Hours

Learning Outcomes:

Understand the impact of a changing business environment on resourcing and learn about recruitment and talent management strategies.

Credit Values

15
Credits

Strategic Reward Management (7HR03)

This unit focuses on the role of strategic reward in attracting, motivating, and retaining talent to drive organisational goals. It covers the design and management of fair and equitable reward strategies

**Total Qualification
Time**

150
Hours

Exam Format: Assignment

**Guided Learning
Hours**

30
Hours

Learning Outcomes:

Understand how to develop reward strategies and frameworks, and the value of a 'total rewards' approach for motivation and retention.

Credit Values

15
Credits

Optional Unit : There is **one optional unit** available to enhance knowledge in employee wellbeing.

Wellbeing at Work (7OS06)

This unit highlights the importance of workplace wellbeing for both employers and employees, exploring the relationship between work, health, and wellbeing.

**Total Qualification
Time**

150
Hours

Exam Format: Assignment

**Guided Learning
Hours**

30
Hours

Learning Outcomes:

Understand the relevance of workplace wellbeing and its connection to work, health, and people management practices and processes.

Credit Values

15
Credits

Why Choose Us?



Accredited by CIPD

This course is accredited by CIPD. All CIPD courses will be exclusively delivered via Oakwood International.



Flexible Learning

Offers various learning methods tailored to individual needs.



Comprehensive Support

Expert trainers provide guidance throughout your learning journey.



Global Reach

Delivers a truly global learning experience, catering to learners worldwide.

About us

Oakwood International is a leading provider of professional training specialising in Human Resources, Management, and Leadership Qualifications. We offer a comprehensive range of courses, including CIPD, ILM and CMI Qualifications.

We offer a broad selection of accredited courses in people management, coaching and mentoring, and organisational development designed to enhance professional growth. Our key accredited training courses include CIPD, ILM, and CMI, ensuring industry-recognised qualifications. We prioritise flexibility by offering multiple learning methods, including classroom, online, and virtual classrooms, providing learners access to world-class education regardless of location or schedule.

98% Success Rate

25K+ Learners

22+ Years of Experience

10+ Courses Running Daily

5K+ Corporate Clients