

CIPD Level 7 Advanced Diploma in Strategic People Management

The Level 7 Advanced Diploma will provide you with the tools you need to elevate you to the next level in your career. You'll develop your skills and gain knowledge in strategic people practice, enabling you to strategically direct organisations and their people.

Develop the knowledge, skills and behaviours that are required to influence people practitioners across a range of organisations. The qualification is ideal if you are seeking a more senior strategic people professional role.



CIPD
Approved centre

Who is the CIPD?

CIPD is the leading professional accrediting body for HR and L&D with over 145,000 members worldwide and offers internationally recognised qualifications. as a CIPD Organisational Delivery Partner, we use our knowledge of learning design and delivery to deliver a top-tier experience for you.

20%
more -
that's the potential
earning increase for
Avado CIPD grads.

67%
of CIPD grads
land senior roles
to lead and drive
business impact

72%
of CIPD professionals
feel better prepared
to drive organisational
change

67%
of employers
prefer CIPD-qualified
HR candidates

The Level 7 Advanced Diploma, is based on the CIPD Profession Map. It defines the knowledge, behaviours and inherent values underpinning the people profession today.

No need to do anything – the CIPD will follow up with you directly.

Each unit typically takes between 8 to 12 weeks to complete with an assessment at the end of each one. Your assessment will be provisionally graded by Avado assessors who will provide you with personalised feedback, subject to CIPD external moderation. All unit assessments must be passed to achieve the qualification.

You'll then be able to get your associate membership, a cost you pay directly to the CIPD.

4 core units

Unit 1

Work and working lives in a changing business environment

You'll learn about...

- ✓ The interaction between the commercial business environment and people management.
- ✓ Likely future developments in the world of work and employment.
- ✓ Increasingly important people practices such as ethics and sustainability, employee wellbeing, equality and diversity and inclusion.

Unit 2

People management and development strategies for performance

You'll learn about...

- ✓ The importance of evidence-based, outcome-driven and principle-led practice.
- ✓ How people professionals create value and deliver outcomes for organisations & employees.
- ✓ How contributing to business objectives enhances the employee experience.
- ✓ The need for policy and practice to be delivered coherently.

Unit 3

Personal effectiveness, ethics and business acumen

You'll learn about...

- ✓ Supporting successful workers and promoting effective and ethical behaviours.
- ✓ The essential theories and concepts for promoting inclusiveness.
- ✓ How actions and inclusive behaviour impact ethics and the organisation.

Unit 4

Business research in people practice

You'll learn about...

- ✓ The components to enable a systematic approach to define, design and undertake a business research project in people practice.
- ✓ How you can produce an integrated report based on evidence and how to include your own



Flexible delivery

with the structure to ensure you don't fall behind



Immersive online learning

with unique tools to save you time



Inspiring expert tutors

to guide you every step of the way



Learn with a cohort

of peers, and build your network

3 specialist units

Unit 1

Strategic employment relations

You'll learn about...

- ✓ Different perspectives of employment relations and the resulting cooperation and conflict.
- ✓ The key role institutions beyond the workplace play in shaping people management policy.
- ✓ The wide variety of models that emerge, resulting in less predictable outcomes.

Unit 2

Resourcing and talent management to sustain success

You'll learn about...

- ✓ The day-to-day practicalities and longer-term strategic issues associated with resourcing.
- ✓ How appropriate resourcing can maximise the performance of staff & the organisation.
- ✓ How these activities take place in a context where employers compete for the best talent.

Unit 3

Strategic reward management

You'll learn about...

- ✓ The role of strategic reward in attracting, motivating and retaining people at work.
- ✓ How attracting, motivating and retaining the right people can help achieve organisational goals.
- ✓ The different financial and non-financial benefits applicable in the organisational context.
- ✓ The elements required to design, introduce, manage and evaluate reward strategies.
- ✓ How the associated policies and practices link with and impact on other people practices.

The assessment process

Each module is assessed through an assignment or CIPD set questions. The assignments include a variety of assessment methods such as reports, briefing papers, individual or group assessments which are reviewed every 12 months. Some of the assignments are submitted at the end of the module whereas the CIPD set questions are submitted during the module. These are marked by a CIPD assessor and provisional grades are awarded and confirmed by CIPD. You are allowed three attempts at the same set assessment or CIPD set questions.

1 of 2 available specialist units

Unit 1

Wellbeing at work

You'll learn about...

- ✓ The principles of organisational design and development to achieve strategic goals.
- ✓ The impact of change on organisational forms.
- ✓ The impact of change on working lives & strategies for engaging stakeholders.
- ✓ Reflection on personal skills, techniques and behaviour.

Unit 2

Advanced employment law in practice

You'll learn about...

- ✓ The major principles underpinning employment law.
- ✓ The issues relating to employment law that help prepare a defence or settle claims.
- ✓ The legal system, the main sources of law and the evolution of UK employment regulation.

What you need to get started

- ✓ **An existing CIPD Level 5 qualification is essential;** alternatively, significant management-level experience in the people profession can be considered
- ✓ **You must have a solid grasp of the English language**
- ✓ **You must have a Level 2 qualification**
- ✓ **You must be comfortable studying at a post-graduate level**
- ✓ **We'll ask you to meet the admissions team via an online meeting** - this will help you and us confirm that the Advanced Diploma is right for you
- ✓ **You must be a registered member of the CIPD**

Why HR professionals choose Avado

1

Proven track record

With over 20 years of experience, Avado has trained over 50,000 hr professionals. As one of the largest CIPD training providers and an exclusive Organisational Development Partner (ODP) with CIPD, we are passionate about inspiring learning that works, and have received numerous awards for our impactful online programmes.

2

Expertly crafted learning

Our learning content is developed by expert learning designers, offering high-quality, interactive resources tailored into meaningful learning journeys.

3

Cutting-edge virtual learning campus

Our Online Hub sets the industry standard, providing a seamless experience with engaging bite-sized course materials to make learning effortless. Access learning material and tools 24/7, fitting study around your work and life commitments.

4

Industry-leading tutors

Our tutors are industry-leading professionals with unparalleled experience, as reflected in our outstanding TrustPilot reviews.

5

Networking opportunities

Our courses are designed to foster group learning and collaboration, providing numerous networking opportunities for our students.

6

Personalised Support with AI Assistance

We blend human expertise with AI-driven support. Our expert tutors handle academic queries, and our administrative team is always ready to help. Ava, our advanced virtual assistant, communicates in multiple languages, integrates with Avado's knowledge base, tracks progress, and accesses extensive CIPD resources.

7

QuickScore intelligent assessment support

QuickScore simplifies learning by clarifying CIPD criteria and providing real-time feedback on assessments. This AI tool offers personalised guidance and directs learners to essential resources within Avado's learning hub, reducing worry about the critical assessment part of the qualification.

8

Avado Connect: Nextwork, learn and grow after you graduate

Our commitment to your professional growth extends beyond your course duration. All Avado learners and grads gain exclusive access to AvadoConnect, where you can participate in monthly masterclasses, network with over 1000 HR professionals, explore job opportunities, and access perks from our partners.



About Bakkah learning

Bakkah Learning is a leading training provider, supported by experts across various business sectors. The organisation is committed to guiding learners towards professionalism and better career opportunities.

Bakkah's courses, designed by certified professionals, are intensive, concise, and interactive, ensuring learners gain the skills needed to thrive in today's business environment.

The company collaborates with exclusive partners such as Avado to offer internationally accredited courses, helping learners stay competitive in the global market. Bakkah provides flexible learning options, empowering individuals to grow in their chosen fields. With recognised content and an interactive learning environment, Bakkah ensures learners are well-prepared for success.

We are Avado

Avado is a people powered transformation partner creating tangible and measurable impact for people and organisations. We equip a diverse pool of UK talent with the skills they need to power both their own growth and that of their organisations.

True transformation isn't digital, it's human

That's why we focus on inspiring the people who power an organisation. The people who bring your workplace culture to life.

The people who make a real difference to your future. So whatever your business, you can rely on our learning and development experiences to ensure everyone has the skills they need in this fast-moving world.

Get in Touch



Trusted by thousands of HR professionals from the world's leading brands



Recent Awards

