

# CIPD Certificate in Human Resources Management LIVE online programme



The CIPD Certificate in HR Management (CHRM) will develop your ability to evaluate the effectiveness of different HR models and practices, increase your understanding of the external factors that impact upon HR activities and organizations.

Train with PwC's Academy to become a truly strategic HR partner to the business and achieve professional CIPD membership to gain higher credibility and recognition.

## What is CIPD?

CIPD (Chartered Institute of Personnel Development) is one of the world's leading HR and development professional bodies, with over 150,000 members globally.

They set professional standards and support members to make a real impact on the work and working lives of the people and organisations they work with.

Through their independent research and insights, they influence policy and practice to ensure that work benefits everyone - making us a trusted adviser to individuals, employers, media and policy makers.

PwC's Academy is an approved study centre for CIPD qualifications in the Central and Eastern European region.

We have been providing CIPD training for the last 10 years, in over 10 CEE countries, with up to 1,000 students successfully gaining their qualification with us.

6

Units

70

Live online  
training  
hours

Self-directed  
learning

CIPD  
Certificate  
Level 5  
(intermediate)

Written  
assessment  
after each  
unit

Associate  
CIPD  
membership

## Who is CIPD CHRM for?

The programme is suitable for experienced HR Professionals looking to develop their management skills, whether they are already working in a managerial position in HR, leading a team of people or individual projects or acting as individual HR consultants.

The CIPD Level 5 qualification in HR provides candidates a broad perspective of the organisational issues facing HR professionals and enables them to further develop their analytical, problem solving and decision-making skills.

# Certificate in Human Resources Management Syllabus

## Unit 1 – Developing Professional Practice

- Understand what is required to be an effective and efficient HR professional.
- Be able to perform efficiently and effectively as a self-managing HR professional.
- Be able to perform efficiently and effectively as a collaborative member of working groups and teams and as an added-value contributor to the organisation

## Unit 2 - Business Issues and the Context of HR

- Understand key contemporary business issues affecting the HR function in various organisations.
- Understand external factors impacting organisations and the HR function.
- Understand the role of HR in managing contemporary business issues and external contexts.
- Understand how organisational and HR strategies and practices are shaped and developed.
- Know how to identify and respond to short-term changes in the business and external contexts.

## Unit 3 - Using Information in HR

- Know how to identify and scrutinise appropriate HR data sources.
- Be able to conduct small-scale research and analyse the findings.
- Be able to draw meaningful conclusions and evaluate options for change.
- Know how to deliver clear, business-focused reports on an HR issue.

## Unit 4 - Reward Management

- Understand the business context of reward and the use of reward intelligence.
- Understand the key perspectives that inform reward decision making.
- Understand key reward principles, policies and practices.
- Understand the role of line managers in promoting a performance culture, in rewarding decision making and driving sustained organisation performance

## Unit 5 - Resourcing and Talent Planning

- Understand key contemporary labour market trends and their significance for different organisations and in different country contexts.
- Be able to undertake core talent planning activities and know how to contribute to the development of resourcing strategies.
- Be able to manage recruitment and selection activities effectively and within the expectations of the law and good practice.
- Understand how to maximise employee retention.

## Unit 6 - Implementing Coaching and Mentoring

- Understand the nature, purpose and benefits of coaching and mentoring in organisations.
- Understand the different ways coaching and mentoring can be implemented in organisations.
- Be able to support the implementation of coaching and/or mentoring programmes within an organisation.

# Certificate in Human Resources Management Tutors



## Vanda Sinkova

Vanda is Head of the CIPD Center of Excellence for PwC Academies in Central and Eastern Europe. She has 15+ years of experience in human resources management and marketing, she was Head of Human Resources at PwC Slovakia, responsible for strategic HR and L&D.

With extensive experience in the education and development of leaders and managers, Vanda is a Certified Trainer (Erickson School of Coaching) and a Certified SDI Specialist. She is a co-creator and lecturer in several talent and leadership development programs and in a series of business and leadership training courses for executives, managers, and professionals in Slovakia and other countries in the region. She holds a PhD in English and Slovak language and literature from Comenius University in Bratislava.



## Jan Stepan

Jan is the Leader of PwC's Academy for Eurasia ((Kazakhstan, Uzbekistan, Mongolia, Georgia, Armenia, Azerbaijan). He is a professional in training, talent development and leadership, holding a master's degree in economics from International Trade and European Integration from a consortium of leading European universities. He studied in Antwerp, Belgium; Lille, US, France and Prague, Czech Republic. He has served on the PwC partner admission committees in both Central and Eastern Europe and the UK. In addition, he is a certified CIPD coach and trainer.

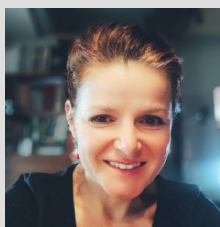
Jan has a unique combination of practical leadership, strategy, design, simplification and coaching and is ready to help others achieve success in an increasingly complex and rapidly changing world with great enthusiasm.



## Milana Malesev

Milana has been a lecturer and consultant at PwC's Academy Serbia for almost 15 years, and her focus is on human resource management and employee development. She teaches two CIPD programs in Zagreb, Belgrade and Moscow: "Certificate in HR Management" and "Certificate in Learning and Development". She has designed and conducted training in human resources management, communication, conflict management, emotional intelligence, coaching, team leadership, problem solving and planning, stress management, and contributes to the creation of inhouse programs for the development of managers and leaders.

Milana is a Certified Coach (Center for Coaching, London), attended Rational Emotive Behavior Therapy and Coaching (REBT and REBC) and completed her PhD in Psychology, focusing on lifelong learning in the workplace.



## Barbora Toporcakova

Barbora Toporčáková is a coach and tutor in PwC. Her professional training in both strategic human resources management and psychology, and 20 years of practical experience in HR management and consultancy positions provide a solid background for designing and tutoring various courses in communication, negotiation, influencing, facilitation, and coaching.

She has been with PwC for the past 8 years, delivering training and coaching to internal and external clients across the CEE region.

# Additional information

## Programme Schedule:

### Introductory webinar

1 December 2020, from 9:00 to 12:00

### Unit 1: Developing Professional Practice

Part 1: 7 December 2020, from 9:00 to 13:00

Part 2: 11 December 2020, from 9:00 to 13:00

### Unit 2: Business Issues and the Context of HR

Part 1: 18 January 2021, from 9:00 to 13:00

Part 2: 25 January 2021, from 9:00 to 13:00

Part 3: 1 February 2021, from 9:00 to 13:00

### Unit 3: Using Information in HR

Part 1: 1 March 2021, from 9:00 to 13:00

Part 2: 8 March 2021, from 9:00 to 13:00

### Unit 4: Reward Management

Part 1: 5 April 2021, from 9:00 to 13:00

Part 2: 12 April 2021, from 9:00 to 13:00

Part 3: 19 April 2021, from 9:00 to 13:00

### Unit 5: Resourcing and Talent Planning

Part 1: 10 May 2021, from 9:00 to 13:00

Part 2: 17 May 2021, from 9:00 to 13:00

Part 3: 24 May 2021, from 9:00 to 13:00

### Unit 6: Implementing Coaching and Mentoring

Part 1: 14 June 2021, from 9:00 to 13:00

Part 2: 21 June 2021, from 9:00 to 13:00

Part 3: 28 June 2021, from 9:00 to 13:00

### Final case study submission date

30 August 2021

Final case study is also supported through a 3h webinar – dates to be agreed

International pool of tutors

International group for learning and sharing in wider environment

Learning materials, training sessions and written assignments are in English language

Early bird registration: 10980 PLN + VAT until 8 November 2020!

Standard registration: 12200 PLN + VAT until 16 November 2020!

Additional CIPD subscription fees:  
850 PLN + VAT

For registration and further info,  
please contact:  
[pl\\_academy@pwc.com](mailto:pl_academy@pwc.com)

Dorota Lach-Wawryszak  
[dorota.lach@pwc.com](mailto:dorota.lach@pwc.com)  
+48 519504340