BLACKBIRD FOR TRAINING

# CIPD Level 5 in Human Resources

8 – 12 March 2027
Toronto (Canada)



# CIPD Level 5 in Human Resources

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## Introduction

The CIPD Level 5 in Human Resources program is designed to bridge the gap between operational HR responsibilities and strategic people management. As organizations continue to adapt to changing business environments, HR professionals are expected to play a more influential role in shaping organizational culture, developing talent, supporting business transformation, and driving employee performance.

This course provides participants with a comprehensive understanding of modern human resource management practices while strengthening their ability to make informed HR decisions aligned with organizational objectives. It combines internationally recognized HR principles with practical workplace applications, enabling professionals to confidently manage employee relations, talent development, performance, learning initiatives, and organizational change.

Throughout the program, participants will explore contemporary HR challenges, examine best practices adopted by leading organizations, and develop practical solutions that support sustainable workforce performance. Real-life case studies, practical discussions, and interactive exercises ensure that learning can be directly applied within the workplace.

## Course Objectives

By the end of this program, participants will be able to:

- Understand the strategic role of Human Resources in achieving organizational success.
- Apply CIPD best practices across core HR functions.
- Develop effective workforce planning strategies.
- Design talent acquisition and retention initiatives.
- Strengthen employee engagement and organizational commitment.
- Improve performance management systems and appraisal processes.
- Support learning and professional development initiatives.
- Apply reward management principles effectively.
- Handle employee relations using fair and consistent HR practices.
- Contribute to organizational development and change management.
- Interpret employment legislation and HR compliance requirements.
- Use HR analytics to support evidence-based decision making.



# Course Outlines

## Day 1: Strategic Human Resource Management and Workforce Planning

- The evolution of Human Resource Management.
- HR as a strategic business partner.
- Aligning HR strategy with organizational objectives.
- Understanding organizational structure and culture.
- Workforce planning methodologies.
- Talent forecasting and succession planning.
- Strategic workforce capability assessment.
- Practical exercise: Developing an HR strategic plan.

## Day 2: Talent Acquisition, Employee Experience and Learning

- Strategic recruitment planning.
- Competency-based interviewing techniques.
- Employer branding strategies.
- Effective onboarding processes.
- Learning needs analysis.
- Designing learning and development programs.
- Career development frameworks.
- Practical workshop: Recruitment and onboarding simulation.

## Day 3: Performance Management and Employee Engagement

- Modern performance management frameworks.
- Setting measurable performance objectives.
- Coaching and continuous feedback.
- Managing employee performance challenges.
- Employee engagement strategies.
- Employee wellbeing initiatives.
- Building high-performing teams.
- Case study: Improving organizational performance through people management.

## Day 4: Reward Management, Employee Relations and Employment Law

- Principles of total reward management.
- Designing competitive compensation strategies.
- Benefits and recognition programs.
- Managing employee relations effectively.
- Handling grievances and disciplinary procedures.
- Employment legislation fundamentals.
- HR policies and compliance.
- Practical case studies on employee relations.



### Day 5: Organizational Development, HR Analytics and Future HR Trends

- Organizational development frameworks.
- Leading organizational change initiatives.
- Change management models.
- HR digital transformation.
- HR metrics and key performance indicators.
- HR dashboards and people analytics.
- Future trends in Human Resources.
- Final integrated case study and practical assessment.

## Why Attend This Course: Wins & Losses!

- Develop internationally recognized HR knowledge.
- Improve strategic HR decision-making capabilities.
- Strengthen workforce planning skills.
- Enhance recruitment and talent management practices.
- Build stronger employee engagement strategies.
- Improve performance management processes.
- Gain practical experience through real business scenarios.
- Support organizational growth through effective people management.
- Increase professional credibility within the HR profession.
- Prepare for higher HR leadership responsibilities.

## Conclusion

The CIPD Level 5 in Human Resources program provides HR professionals with the practical knowledge, strategic perspective, and applied skills required to contribute effectively to organizational success. Rather than focusing solely on administrative HR activities, the course develops the capability to influence business outcomes through effective people management, workforce planning, employee development, and organizational improvement.

Participants complete the program with a stronger understanding of contemporary HR practices and the confidence to address workplace challenges using structured methodologies and internationally recognized principles. The combination of strategic concepts, practical exercises, and real-world case studies enables immediate workplace application while supporting long-term professional development.

**Whether managing recruitment, employee performance, organizational change, or learning initiatives, graduates of this program will be equipped to make informed decisions that strengthen organizational capability, improve employee experience, and contribute to sustainable business performance. The course also establishes a solid foundation for continued professional growth within the Human Resources profession and supports progression toward advanced HR leadership roles.**

