



11354



Virtual



420 hours



USD 4,950



Registration Deadline
25-Feb-2027

Course Description:

The CIPD Level 5 Diploma is designed for those who have some experience in human resources or L&D already, someone who is currently in a managerial position or wishes to build a career in people management OR Learning and Development. We will require a CV and phone call with each applicant to determine the correct level of qualification suitable. The CIPD Level 5 qualifications are internationally recognized and equivalent to undergraduate degree level. Gaining a CIPD Level 5 Diploma in People Management or Organizational Learning and Development means that you will be able to upgrade to CIPD Associate Membership and use 'Assoc CIPD' on your CV and LinkedIn profile.

You will gain the skills needed to evaluate contemporary theories and models and apply them strategically to enhance the performance of any organization you work for. You will have an understanding of the external environment in which your company is operating and how this compares to other sectors of the economy. Our academic and practical experience in delivering the CIPD Level 5 Diploma and modules will provide you with a clear progression pathway within any people management role.

Target Audience:

Individuals moving into management, current line managers, or aspiring HR managers

Course Objectives:

- Develop a strong understanding of organizational performance and culture
- Apply evidence-based approaches to decision-making
- Manage and support employee relations effectively
- Design and implement talent management and workforce planning strategies
- Partner with managers and stakeholders, providing practical HR guidance to support business outcomes
- Understand how learning and development supports organizational performance
- Design, deliver, and evaluate learning programs

Course Outline

Block 1

- Organizational performance and culture in practice
- Evidence-based practice

Block 2

- Professional behaviors and valuing people
- Well-being at work

For Block 3, participants will attend either the HR Block or the L&D Block based on their specialization.

Block 3 – HR Specialist

- Employment relationship management
- Talent management and workforce planning
- Reward for performance and contribution

Block 3 – L&D Specialist

- Support self-directed and social learning
- Learning and Development Design to create value
- Facilitate personalized and performance focused learning

Assessment Strategy:

Objective of Assessment:

- The assessment for the CIPD Level 5 is directed by employers and targeted towards real-world scenarios that learners may encounter in their future careers.

Grading Assessment:

- This certificated is based on assignments, and participants receive either a 'Pass' or 'Resubmit' grading. Achieving all assessment criteria is required to obtain a 'Pass' grading.

End of Unit Evaluation:

- After completing each unit of study, students are allotted a deadline to submit their assignments. Typically, they are given approximately four-five weeks to submit their assignments per each unit of study. These assignments are submitted through ICS Learn online portal where our assessors evaluate them.



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- All assignments are checked for AI use and plagiarism. If the assessment is successful, students are notified of their success and are informed that the results are subject to confirmation by CIPD.
- If a student received a 'Refer' Grade, the student has the opportunity to review and revise the sections of the assignment in which they did not pass, before re-submitting their work again to ICS Learn portal.

Moderation Window:

- During this window, students' results are submitted to CIPD to be reviewed, once CIPD approves the results and all certification requirements are met, students will receive an electronic copy of the certificate sent to their email address. ICS Learn will receive the hard copy and we will contact the students to arrange collection or courier service.

Course Language:

English

Prerequisites:

- Minimum 4 years HR or L&D experience. (Less years experience can be accepted based on role and responsibilities)

Course Hours

Guided learning hours (GLH)

The minimum GLH for this qualification is estimated at: 175 hours.

Total qualification time (TQT)

The TQT for this qualification is estimated at: 420 hours.

Trainers' Bios:

Amira Karam El-Din PhD, Chartered Manager CMI, ILM, MCIPR

Dr. Amira Karam El-Din is an Associate Professor and CIPD-approved lecturer and assessor with a wealth of experience in executive education, HR consulting, and academic leadership. She's held senior roles at some of Bahrain's top educational and training institutions, where she's made a meaningful impact on HR strategy, talent management, and organisational development. With Dr. Amira, you'll benefit from expert guidance, practical insights, and a passion for helping people and businesses thrive.

Sarah Davis

Sarah Davis is a passionate people professional with 25+ years of experience in education, L&D, and HR, and a real drive for shaping the next generation of HR leaders in the UAE!

Sarah plays a key role in supporting CIPD centres across the region, helping to design and deliver top-notch qualifications that raise the bar for HR excellence.

Alongside her impressive career, Sarah holds an MBA from Henley Management College and an MA in Personnel & Development, and she's not stopping there – she's currently adding to her toolkit with a postgraduate qualification in Executive Coaching from Hult Ashridge University.

Saima Arfeen

With over 20 years of experience in strategic human capital development and L&D, Saima Arfeen is passionate about helping organisations grow by unlocking the full potential of their people. She specialises in boosting performance through engaging facilitation, impactful executive coaching, and smart, sustainable people strategies.

From designing performance management frameworks to shaping innovative, tech-driven learning experiences, she loves creating practical solutions that make a real difference. Whether it's supporting staff selection, driving employee development, or motivating teams to thrive, she's all about helping businesses and people perform at their best.

Daryl Evans – FCMI CMgr, Assoc CIPD

Daryl is a Chartered Manager and dynamic leader known for driving business transformation and developing talent on a global scale. He's worked closely with top trade associations, professional institutes, and regulators to design innovative qualifications, apprenticeships, and competency schemes.

With experience setting up and running learning centres for 11 awarding bodies, accrediting over 600 students a year and earning multiple Ofsted awards, Daryl brings proven expertise across industries like finance, healthcare, petrochemicals, and construction.

Since 2018, he's been delivering tailored, certified Management & Leadership (CMI/ILM) and HR (CIPD) programmes across the GCC, supporting clients such as Santander, ADNOC, Almarai, Maaden, and Dubai Islamic Bank.