

TIMETABLE	Workshop 1	Workshop 2 Closing the Gap between Theory and Practice	Coaching for Learning
<p><b>5HR03 Reward for performance and contribution</b> Internal and external business factors influence reward strategies and policies, the financial drivers of the organisation and the impact of reward costs. It considers the importance of the role of people practice in supporting managers to make robust and professional reward policies and the impact of rewarding performance.</p>	<p>Online <b>3-4-5 MAY 2022</b> 15:00 – 18:00</p>	<p>Online <b>17 May 2022</b> 17:00 – 19:00</p>	<p>1 session/unit 17:00 – 19:00</p>
<p><b>5OS04 People management in an international context</b> Focus on the complexities and considerations essential to international context. Contextual factors in relation to managing people from an international perspective; drivers and benefits of employment in an international context; policy and practice; changes and cultural differences.</p>	<p>Online <b>5-6-7 JULY 2022</b> 15:00 – 18:00</p>	<p>Online <b>2 August 2022</b> 17:00 – 19:00</p>	<p>1 session/unit 17:00 – 19:00</p>
<p><b>5CO01 Organisational performance and culture in practice</b> The connections between organisational structure and the wider world of work in a commercial context. Analyse the external factors and trends, including the digital environment, that impact on business strategy and workforce planning, recognising the influence of culture, employee wellbeing and behaviour in delivering change and organisational performance.</p>	<p>Face-to-face <b>23 SEPTEMBER 2022</b> 10:00 – 16:00</p>	<p>Online <b>4 October 2022</b> 17:00 – 19:00</p>	<p>1 session/unit 17:00 – 19:00</p>
<p><b>5CO02 Evidence-based practice</b> Capturing robust quantitative and qualitative evidence to inform meaningful insight to influence critical thinking. Analysing evidence through an ethical lens to improve decision-making and create value through measuring the impact of people practice.</p>	<p>Face-to-face <b>4 NOVEMBER 2022</b> 9:00 – 17:00</p>	<p>Online <b>15 November 2022</b> 17:00 – 19:00</p>	<p>1 session/unit 17:00 – 19:00</p>
<p><b>5CO03 Professional behaviours and valuing people</b> How ethical practice, courage and inclusivity can build positive working relationships to support employee voice and well-being.</p>	<p>Online <b>14 JANUARY 2023</b> 10:00 – 16:00</p>	<p>Online <b>25 January 2023</b> 17:00 – 19:00</p>	<p>1 session/unit 17:00 – 19:00</p>
<p><b>5HR01 Employment relationship management</b> Key approaches, practices and tools to manage and enhance the employee relationship to create better working lives and the significant impact this can have on organizational performance.</p>	<p>Online <b>17 MARCH 2023</b> 10:00 – 16:00</p>	<p>Online <b>28 March 2023</b> 17:00 – 19:00</p>	<p>1 session/unit 17:00 – 19:00</p>
<p><b>5HR02 Talent management and workforce planning</b> The impact of effective workforce planning in considering the development of diverse talent pools and how to contract and onboard your workforce. It also includes analysis of the potential cost to the organisation if this is poorly managed and the tools and interventions used to mitigate it.</p>	<p>Online <b>5 MAY 2023</b> 10:00 – 16:00</p>	<p>Online <b>16 May 2023</b> 17:00 – 19:00</p>	<p>1 session/unit 17:00 – 19:00</p>

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