



4DEP Cohort Café

May 2020 Cohort

What will be covered?

- Key dates
- The changing world of work
- Assessment overview

Important Dates

4DEP tutor support session 1:

Wednesday 24th June @ 1pm or 6pm

3HRC grades released:

Monday 29th June by 1pm

3HRC resubmissions:

Sunday 12th July by midnight

4DEP tutor support session 2:

Tuesday 21st July @ 1pm or 6pm

4DEP submissions:

Sunday 2nd August by midnight



The changing world of work

The changing world of work

Seven Key Disruptors – Unprecedented change and opportunity



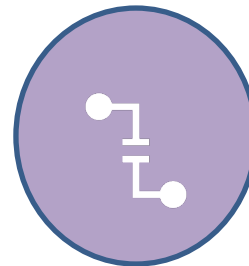
Technology is everywhere



Tsunami of data



Diversity and generational change

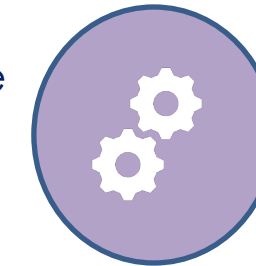


Change in nature of career

AI, cognitive computing, robotics



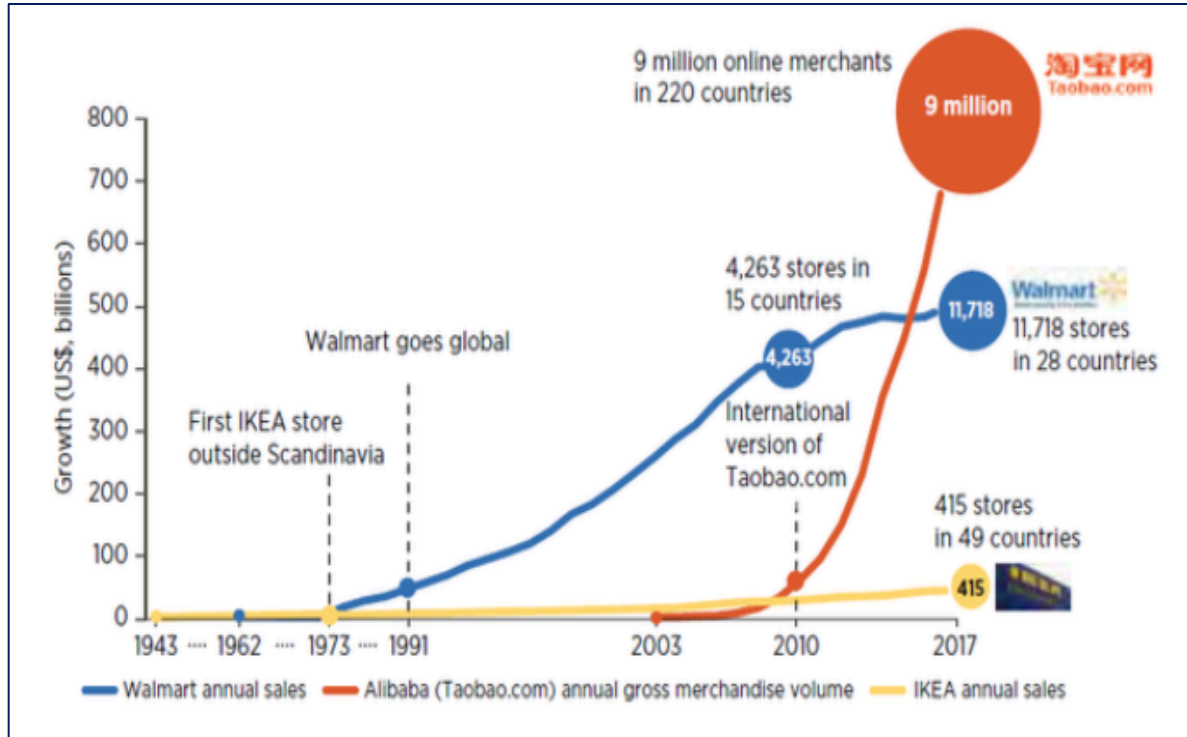
Jobs vulnerable to automation



Explosion in contingent working



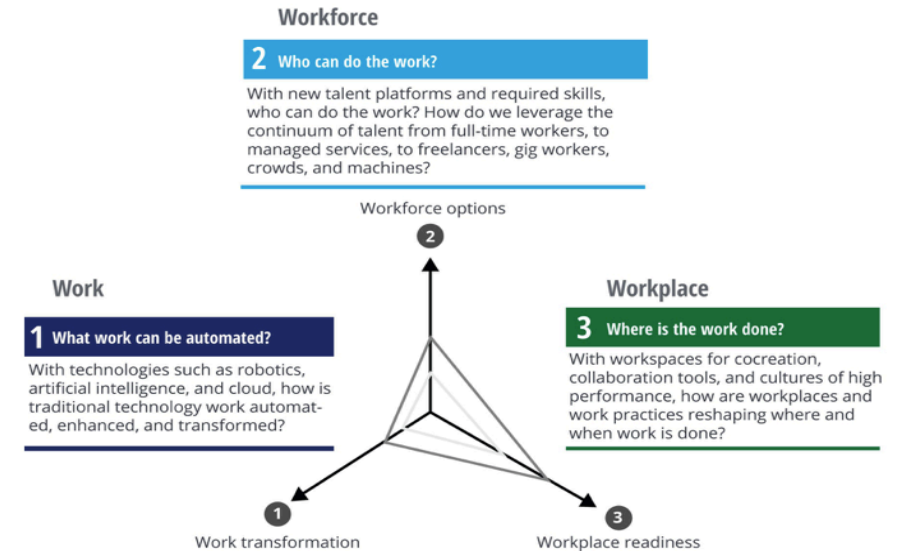
The pace of change



Ikea – revenue \$100billion, employees 211k
Walmart – revenue: \$550 billion, employees: 2.2m
Taobao – revenue: \$1 trillion, employees: 107k

The future of work requires rethinking work, workforce, and workplace

△ Current work options △ Future work options



Source: Deloitte analysis.

Deloitte Insights | deloitte.com/insights

Deloitte were predicting a shift in how we work a year ago, in the last three months this has accelerated massively

The changing role of HR

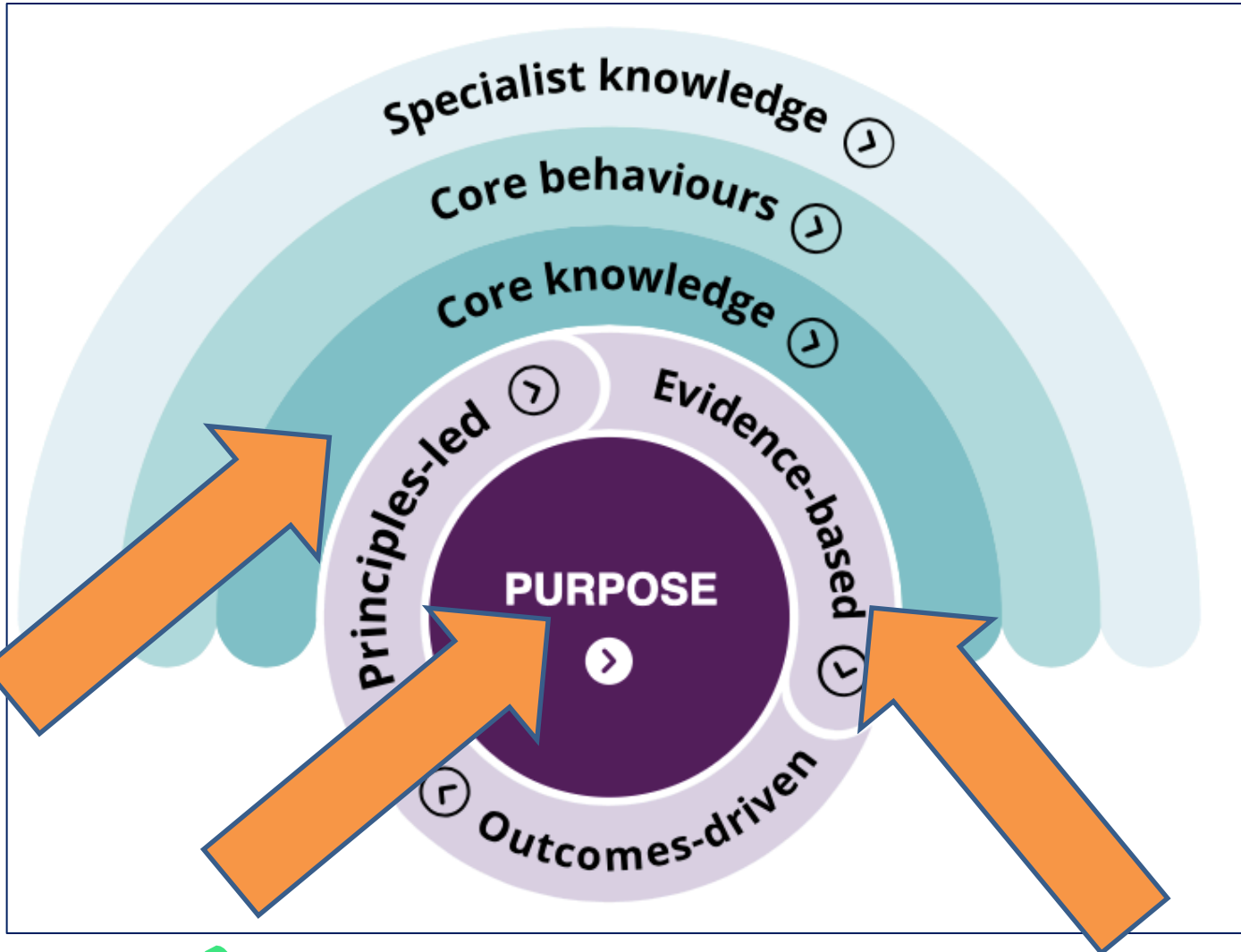
Change:

- **New specialisms**
- **New ways of working**
- **New priorities**
- **New challenges:**
 - Balancing the global and the local
 - Managing a flexible and virtual workforce
 - Retaining the best talent

Adaptation

- **Value creators and drivers**
- **Aligning activity to strategic priorities**
- **Drive sustainable organisational change**
- **Future fit and purpose driven**

The profession map



Purpose:

- To champion better work and better lives

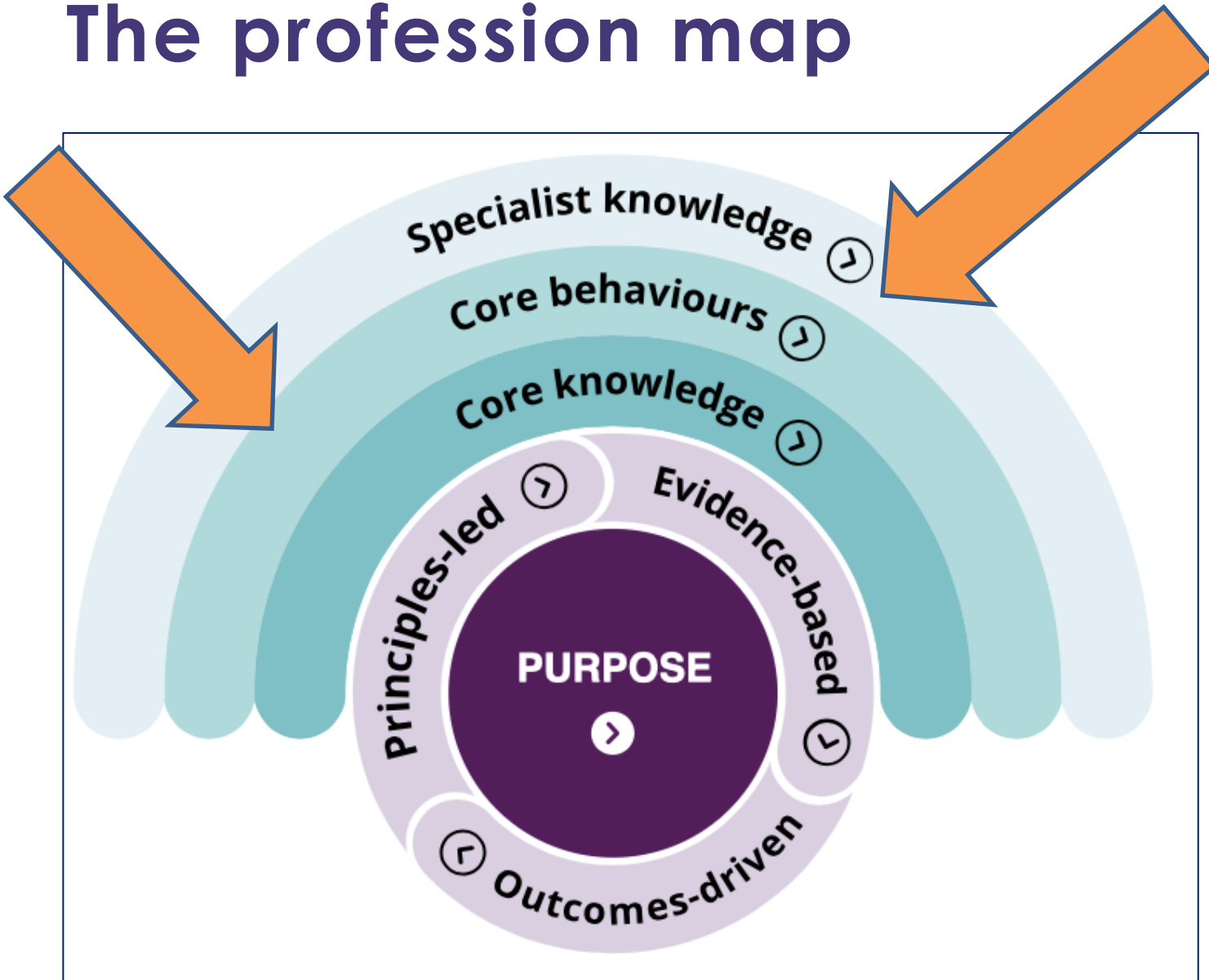
Values:

- Principles-led
- Evidence-based
- Outcomes driven

Core knowledge:

- People practice
- Culture & behaviour
- Business acumen
- Analytics and creating value
- Digital working
- Change

The profession map



Core behaviours:

- Ethical practice
- Professional courage and influence
- Valuing people
- Working inclusively
- Commercial drive
- Passion for learning
- Insights focused
- Situational decision-making

Specialist knowledge:

- Employee experience
- Employee relations
- Diversity & inclusion
- Learning & development
- Organisation development & design
- People analytics
- Resourcing
- Reward
- Talent management

Sitting behind the map are four levels of impact:

- **Foundation Level**
- **Associative Level**
- **Chartered Member Level**
- **Chartered Fellow Level**



Unit overview

Learning outcomes

Learning outcome 1:

- Understand the knowledge, skills and behaviours required to an effective HR or L&D practitioner

Learning outcome 2:

- Know how to deliver timely and effective HR/L&D service to meet users' needs

Learning outcome 3:

- Be able to reflect on own practice and development needs and maintain a plan for personal development



Learning outcomes 1 and 2

- 1.1 – Summarise your own (or a typical) HR/L&D role and identify at least 3 aspects of specialist knowledge that are essential to the role
- 2.1 – Explain your main HR customer groups (at least 3) and the services you offer for each. Provide an example to explain how you prioritise any conflicting customer needs
- 2.2 – Describe how customers can communicate with you (3 methods) and the advantages and disadvantages they may find of each method
- 2.3 – Describe how you build and maintain a timely and effective service for your customers



Two parts:

Part 1

Briefly summarise the CIPD 2018 profession map (i.e. the purpose, values, core knowledge, behaviours and specialist knowledge areas)

Part 2

Identify the specialist knowledge area(s) which you consider most relevant to your own (or other identified) HR/L&D role and comment on the relevance of the knowledge standards (at foundation or associate level) to your role.

Learning outcome 3

- 3.1 – Explain the concept of Continuing Professional Development (CPD) and why it is an importance practice for a HR/L&D practitioner
- 3.2 – Undertake a self-assessment against selected areas of the CIPD 2018 profession map and identify your development needs
- 3.3 – From the self-assessment, identify areas you would like to develop and evaluate (at least 3) different options to meet your identified needs
- 3.4 – Devise a CPD plan which clearly states your needs and your selected options
- 3.5 – During the period of your studies, reflect on your performance against the plan, identify any further development needs and revise your plan accordingly



Not submitted until the end of your course. Write a reflective piece at the end of each unit and submit these along with your revised CPD after your last unit is completed

Your assessment

Assessment format and word count

Activities 1 & 2 (1.1, 2.1, 2.2, and 2.3)

- Report of approximately 1500 words +/- 10% (1350 – 1650 words)

Activity 3 (3.1, 3.2, 3.3 and 3.4)

- A written piece including your CPD plan
- No word count

Activity 4 (3.5)

- Your reflections in what you have learned during each unit, what went well and not so well, the challenges and what you would do differently
- Reflect on performance against your CPD plan
- Update your plan to chose your progress
- **Submitted at the end of your course**



Next class

Learning outcomes 1 and 2

- Understand the knowledge, skills and behaviours required to an effective HR or L&D practitioner
- Know how to deliver timely and effective HR/L&D service to meet users' needs
- Wednesday 24th June at 1pm and 6pm





Question Time

Avado 