



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales

Welcome to **University of Wales** **Trinity Saint David**

Trawsnewid Addysg; Trawsnewid Bywydau
Transforming Education; Transforming Lives



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Trinity Saint David

CIPD

CIPD Associate Diploma in People Management (Level 5)

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Induction

Morning:

- Health and Safety
 - Introductions
 - Your programme of study
 - Support for your studies
 - IT systems – Moodle, Turnitin
-
- 12:30-1:30pm – Lunch/Registry Admissions Room TL14
 - 1:30pm – Introduction to Library Services Room TL14
 - 2:30pm – Introduction to First Module
 - 3pm – Library Tour
 - 3:30pm – Introduction to Assessment
 - 4pm – Student Services
 - 4:30pm – Close



JULIE THOMAS

BA(Hons) MA (HRM) Chartered MCIPD SFHEA



Where I have
worked in HR:



CABLE & WIRELESS



Email
julie.thomas@uwtsd.ac.uk



My Publications

Strategic HR • A different slant

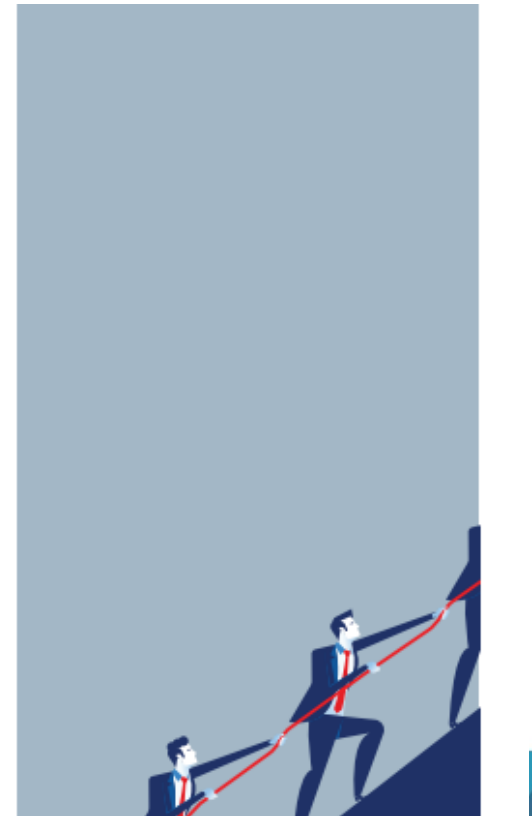
Retaining talent with leadership that cares

JULIE THOMAS explains how retention relies on creating a culture of support through caring leadership

Abstract

.....

If you're a manager struggling with retention you may be regarding Brexit with some trepidation. However – Brexit aside – our world is increasingly fast, complex and ever-changing. We therefore need to find ways of retaining our top talent despite these conditions. The answer, perhaps surprisingly, is well within our control: it relies on creating a supportive and caring culture, which not only aids retention but creates the conditions for an engaged and productive workforce. This research comprised of a literature review and interviews with social workers at Neath Port Talbot Council, exploring the role of good organisational and HR practice combined with effective line management.





**Some of the
Team!**



The Qualification

- CIPD Associate Diploma in People Management (Level 5)
- Certificate will be from the CIPD
- This will enable you to use the letters Assoc CIPD after your name
- 18 month programme (results submitted in March 2027, graduation in July 2027)
- 9 Workshops - 9:30am to 4:30pm (supplemented with online tutorials/material)

What you'll be studying:

7 Modules

- 3 Core Modules
- 4 Pathway/Specialist

Modules

- Organisational Performance and Culture in Practice
- Evidence-based Practice
- Professional Behaviours and Valuing People
- Employment Relationship Management
- Talent Management and Workforce Planning
- Reward for Performance and Contribution
- Specialist Employment Law/Wellbeing at Work* (*subject to approval)

Module Elements

- Total qualification time – 420 hours
- 175 hours guided learning
- 245 hours self-study
- Guided learning hours – Classroom attendance, online tutorials and activities on your learning plan
- Self-study – self-directed learning for preparation of assessments

How to manage your learning

- Attend the face-to-face workshops
- Undertake the activities on your learning plan - 2-3 hours per week
- Self-study – 5-6 hours a week
- As this is a supported distance learning course, you need to dedicate regular time to undertake activities on your learning plan

Formal Assessments

- Each module has one assignment, split into sections. Result is pass/refer.
- All assessment criteria must be passed. Marked from 1 to 4 (fail, low pass, pass, high pass).
- If you have a 1 for any section, you must rework it to pass.
- Follow the assignment specification closely and adhere to the word count guidance.
- You need to pass all assignments to achieve the Diploma.

Cohorts

- Currently – Cohort 9 (awaiting results), 10, 11 and 12
- You are Cohort 12
- Split into A and B

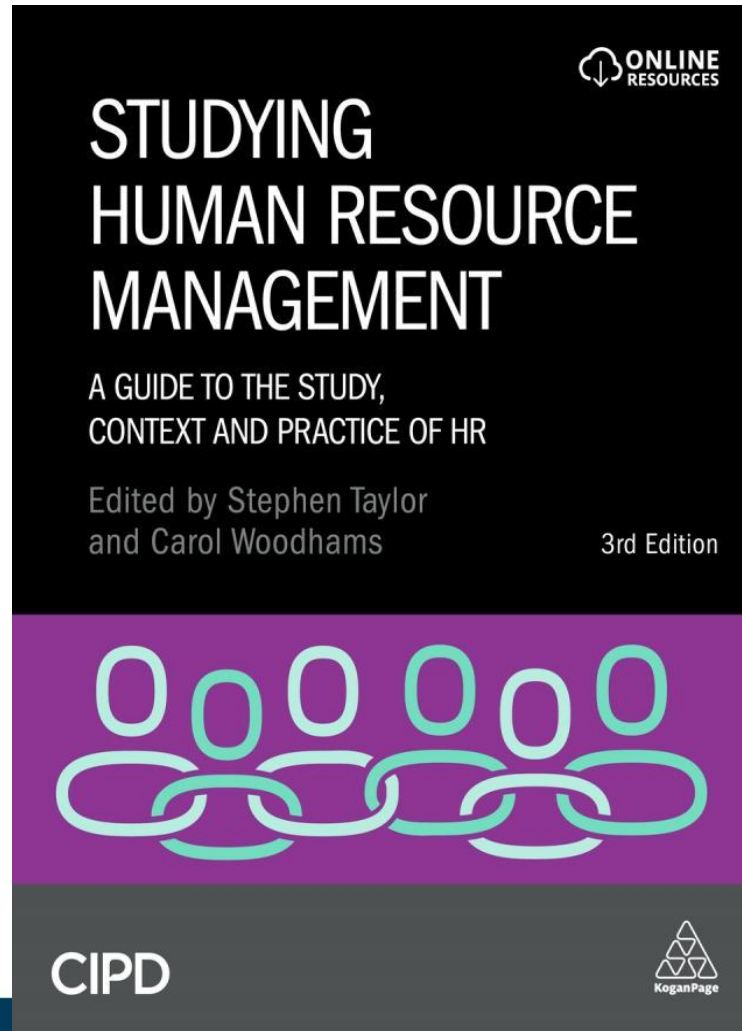
Timetable

					Submission
Module Name	Dates	Times	Lecturer	Room	Date
Organisational Performance and Culture in Practice	8.10.25	9:30-16:30	Rhiannon Akers and Rebecca Francis-Davies	TL06 and TL07	
Organisational Performance and Culture in Practice	5.11.25	9:30-16:30	Rhiannon Akers and Rebecca Francis-Davies	TL06 and TL07	1.12.25
Evidence Based Practice	3.12.25	9:30-16:30	Julie Thomas and Natasha Davies	TL04 and TL06	2.2.26
Professional Behaviours and Valuing People	4.2.26	9:30-16:30	James Moore	TL11	23.3.26
Specialist Employment Law	25.3.26	9:30-16:30	Rebecca Francis-Davies	TL11	1.6.26
Employment Relationship Management	3.6.26	9:30-16:30	Rebecca Francis-Davies	TL11	27.7.26
<i>Talent Management and Workforce Planning</i>	30.9.26	9:30-16:30			24.11.26
<i>Reward for Performance and Contribution</i>	25.11.26	9:30-16:30			1.2.27

Online Timetable (Tutorials are optional)

Online tutorials for first module (Teams) will be communicated to you at the first workshop

The Core Text

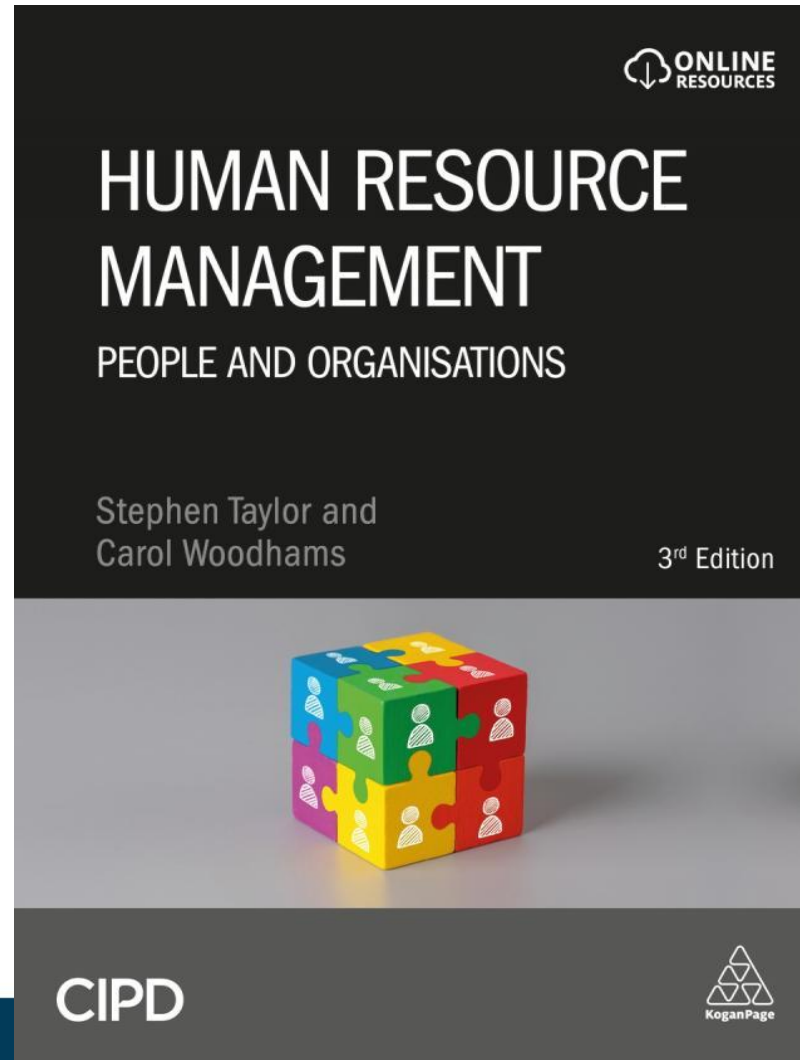


**Kogan Page
Discount Code**

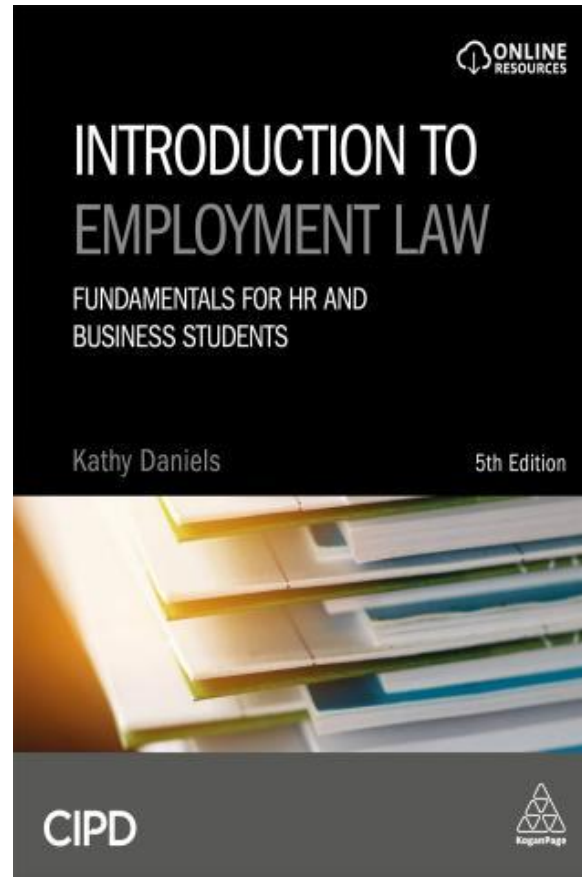
DTSTUDENT35

35% off

Core Text No.2



Core Text No.3

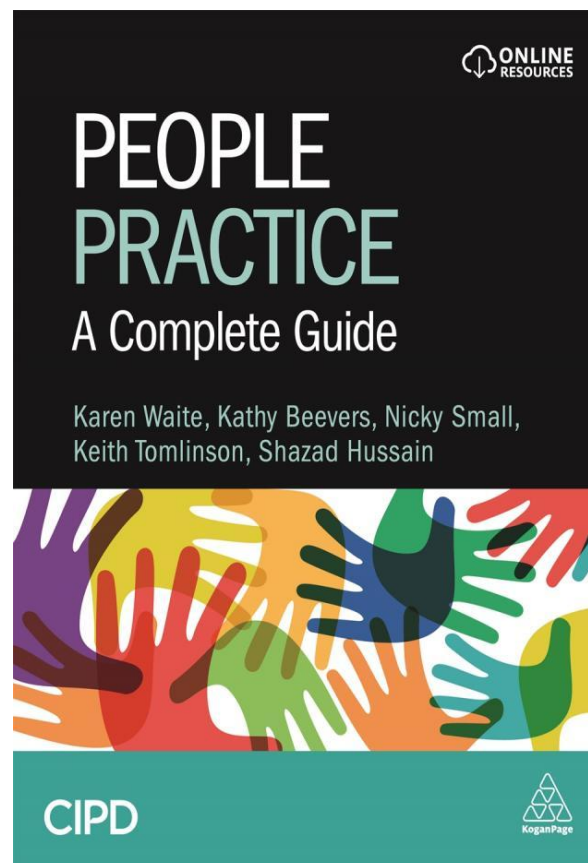


Useful for Basic Concepts

Level 3 textbook:

Also, sample chapters
from Kogan Page:

[Home | Kogan Page](#)



Key Resources

- CIPD Specification (detail on assessment criteria) and Programme Handbook
- The Learning Plan for each module
- Timetable
- Reading lists on Moodle (Leganto)
- Moodle pages
- Student email
- Library
- Social media – Linked In, Facebook

LinkedIn

Follow useful pages for short articles, e.g.

- Organisations such as CIPD, ACAS
- Magazines - Harvard Business Review, HR Magazine, People Management
- World Economic Forum, Science for Work
- Consultants - McKinsey, Center for Creative Leadership, Deloitte
- Thought Leaders – e.g. Dan Pink, Adam Grant, David Ulrich

Most importantly – connect and network – try this now!

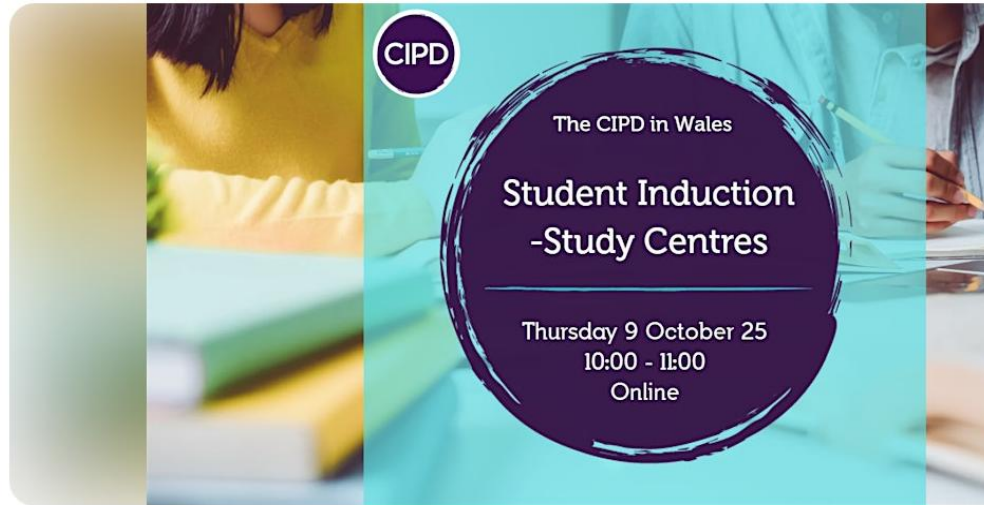
Facebook Pages

- HR Students at UWTSD
- CIPD
- CIPD Wales
- People Management
- Personnel Today

CIPD

- Local Events – advertised on LinkedIn or EventBrite
[The CIPD in Wales Events | Eventbrite](#)
[The CIPD Branch in South West Wales Events and Tickets | Eventbrite](#)
[The CIPD Branch in South East Wales Events - 1 Upcoming Activities and Tickets | Eventbrite](#)
- CIPD Website
[CIPD | CIPD The Professional Body for Human Resources and People Development](#)
- Student Membership – [HR and L&D support for Students - CIPD | CIPD](#)

CIPD Induction



Thursday, October 9

Student Induction - Study Centres

 By The CIPD in Wales

Follow

Free

Oct 9 · 10:00 AM GMT+1

Welcome session for new CIPD students to support a confident start to their studies and make the most of their student membership

- Student Induction - Study Centres Tickets, Thu, Oct 9, 2025 at 10:00 AM | Eventbrite

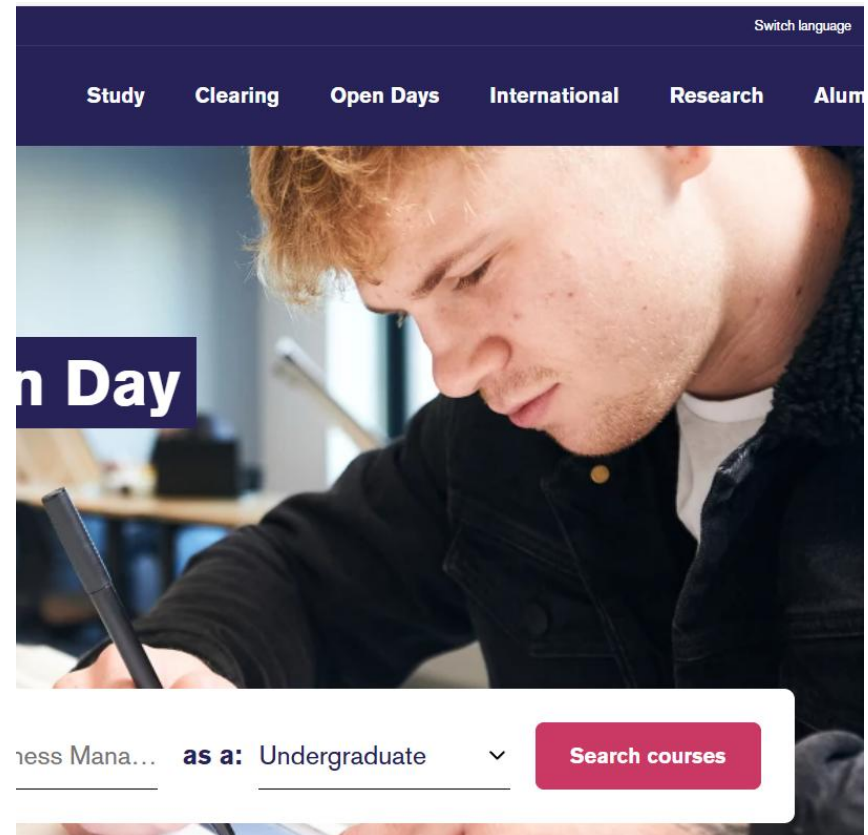
Access all your needs via our Website/Student Hwb App

[Homepage | University of Wales Trinity Saint David \(uwtsd.ac.uk\)](https://uwtsd.ac.uk)

Click 'current students' on the right-hand side

[Swansea Students » Hub](#)

Connect to on-campus WIFI (Eduroam) using your student ID



Accessing our Systems

Your username is your 7-digit student number.
Your password, if you haven't already changed it, is dobxx.xx.xx, for example if you were born on the 1st January 2000, it would be dob01.01.00.

Email – student number@student.uwtsd.ac.uk

IT Platforms

- [Hwb - IT overview - YouTube](#)
- [Getting Started - YouTube](#)

Moodle

Microsoft Teams

Guides and Resources on Hwb

IT Helpdesk – call 0300 500 5055

Submitting your Work



Submission of Results/Work to the CIPD

By submitting work to Turnitin, you are also giving the University consent to submit your results to the CIPD, and if requested, to share your work with them for the purpose of moderation.

Use of Chat GPT/Microsoft Co-Pilot

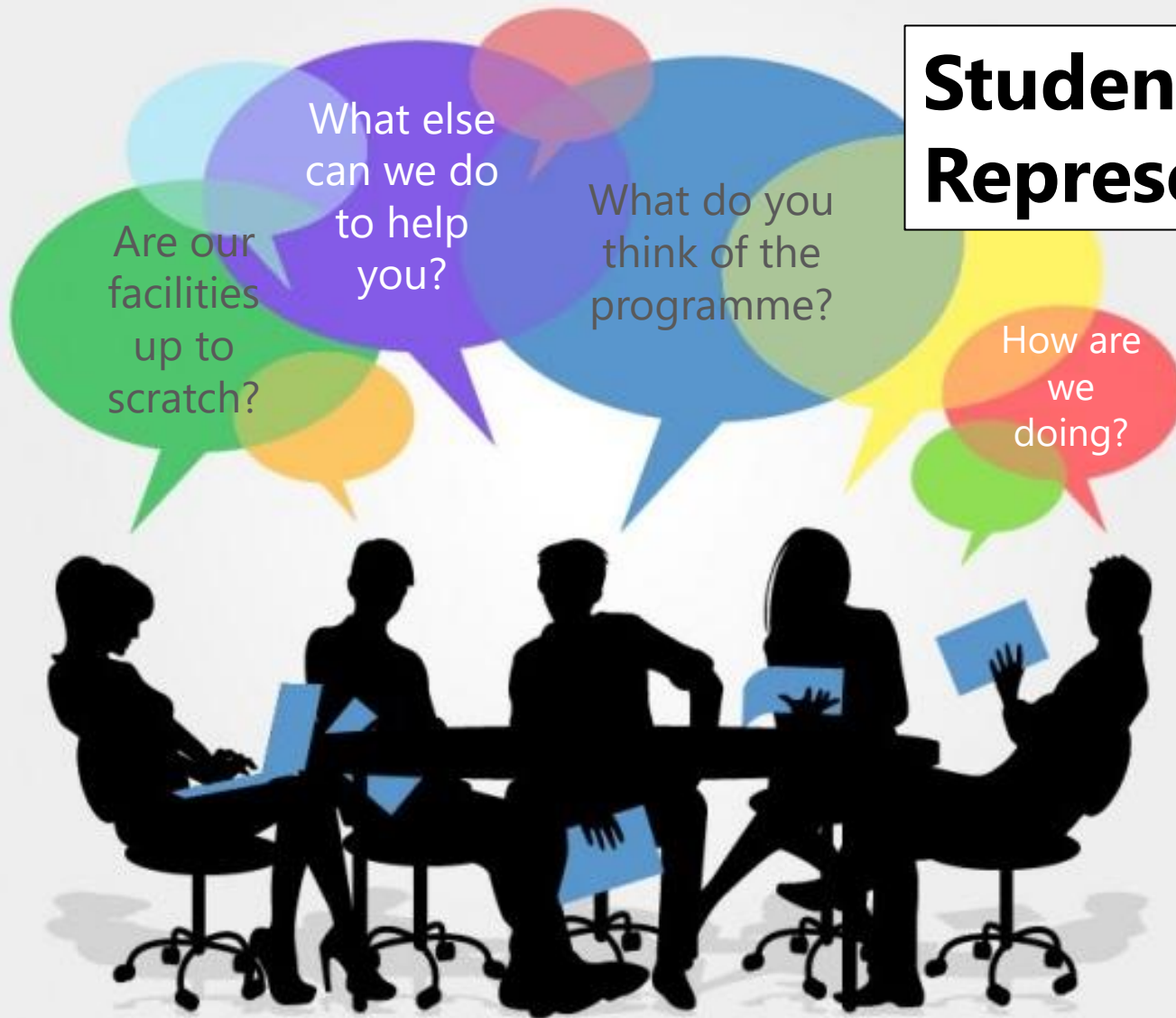


Student Support Services

- Support with academic writing
- Study skills
- Counselling service
- Extenuating Circumstances
- Details on website: [Student Services | University of Wales Trinity Saint David \(uwtsd.ac.uk\)](http://uwtsd.ac.uk)

Any issues – you are welcome to contact me in the first instance.

Student Representatives



Student Union Video

- [Video Link](#)

Enrolment Issues

Please email the Admin Office:

Email: imh.admin@uwtsd.ac.uk

What now?

- Enrol with UWTSD and download your ID
- Look out for the CIPD email and join as a student member
- Buy/borrow the first 2 core books
- Connect with me on LinkedIn and join the Facebook page
- Download the Hwb and Outlook app on your phone, and the Microsoft Teams app on your PC/Laptop
- Read the assignment



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Organisational Performance and Culture in Practice 5C001

Trawsnewid Addysg; Trawsnewid Bywydau
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Learning Outcomes

1. Understand the connections between organisational structure, strategy and the business operating environment.
2. Understand organisational culture and theoretical perspectives on how people behave at work.
3. Understand how people practice supports the achievement of business goals and objectives.

General Topics

Organisational
structures

Organisational
strategy

External factors that
influence strategy –
PESTLE!

Technology

Organisational
Culture, how
people practices
influence it

Managing change

Wellbeing at work

How people
practice supports
the achievement of
business goals

Key Resources

- Learning Plan
- Assessment criteria and Reading List – Programme Specification
- Core Textbook – *Studying HRM* – Chapter 2, 3, 4, 5 and the sample assignment in Appendix 1
- Level 3 Textbook – *People Practice* – Chapter 1 (plus 4 and 6)
- CIPD Factsheets - [Organisational climate and culture | Factsheets | CIPD](#); [Organisation design | Factsheets | CIPD](#); [Change Management | CIPD](#); [Business Partnering | Factsheets | CIPD](#); [Equality, diversity and inclusion in the Workplace | Factsheets | CIPD](#); [Strategic human resource management | Factsheets | CIPD](#); [Technology and the Future of Work | Factsheets | CIPD](#); [Wellbeing at Work | Factsheets | CIPD](#) and many more!
- Assessment Brief
- Moodle page will be updated by 8th October

Assessment

- Written answers to questions
- 4550 words +/- 10%
- Brief is on Moodle
- Submission Date – 1st December 2025

Workshops this Term

Organisational Performance and Culture in Practice

Wednesday 8.10.25 and 5.11.25

Evidence Based Practice

Wednesday 3.12.25