REVISED PCLOD 2022 Program

Masterclass Core Modules (CU)	Course Overview	Duration
CM1: Job Analysis and Evaluation (HRS-HRM-4007-1.1)	The course will address the skills and knowledge required of organization members to create and review job analysis and evaluation processes and methodologies as part of manpower planning activities. It covers models, methods and the link between job design and manpower planning activities.	*2 Days* *E-Learning Mode*
CM2: Plan a Performance Based Approaches to Learning Needs Analysis (Non-WSQ)	This unit addresses the skills and knowledge required to be able to plan a performance approaches to learning needs analysis as a key tool for any L&D professional. In this signature unit, we will explain what a performance based learning needs analysis is, provide a template for planning this analysis, and explore a performance based learning needs analysis example.	*1 Day* *E-Learning Mode*
CM3: Organization Development (Non-WSQ)	*This unit addresses the skills and knowledge required to understand various types of organization development interventions. In an increasingly competitive and dynamic business environment, organizational development (OD) & design are becoming essential game-changers. To win in the marketplace, businesses need to continuously align strategy, culture, internal processes, and optimize cross-departmental communication. This OD module is designed to equip you with the skills and expertise to help your organization thrive, now and in the future.*	*1 Day* *E-Learning Mode*

CM4: Learning and Development Strategy (HRS-PDV-4030-1.1)	*This unit addresses the skills and knowledge required to develop, communicate and evaluate strategies for learning and development. It includes developing learning and development strategies, assessing organization learning needs, developing an action plan to drive learning and development programmes, integrating learning and development solutions with other human resource (HR) processes, communicating strategies and programmes with relevant stakeholders and establishing the criteria for success of learning and development strategies.*	*2 Days* *E-Learning Mode*
CM5: Engaging and Managing Stakeholders for Successful Human Resources Plans (HRS-HRM-4036-1.1)	This course addresses the skills and competencies required to manage stakeholder expectations and relationships through effective communication, negotiation and alignment of their needs with the organizations or human resource objectives.	*2 Days* *E-Learning Mode*
PEM1: Performance Management (HRS-PDV-4032-1.1)	The course will address the skills and knowledge required to implement an organization's performance management programme. It covers promoting the performance management system, supporting the review process and measuring the effectiveness of the performance management programme as a basis for enhancing organizational outcomes.	*2 Days* *E-Learning Mode*
PEM2: Assist in Execution of Change Management (HRS-BIN-3094-1.1)	The course will address the skills and knowledge required to support change management processes within an Organization. It covers promoting and participating in change management activities, supporting others to implement change, as well as participating in activities to evaluate change management processes	*2 Days* *E-Learning Mode*

Masterclass Core Modules (CU)	Course Date	Duration
CM1: Job Analysis and Evaluation (HRS-HRM-4007-1.1)	**16 & 17 June 2022**	2 Days E-Learning Mode
CM2: Plan a Performance Based Approaches to Learning Needs Analysis (Non-WSQ)	**23 Jun 2022**	*1 Day E-Learning Mode*
CM3: Organization Development (Non-WSQ)	**8 July 2022**	*1 Day E-Learning Mode*
CM4: Learning and Development Strategy (HRS-PDV-4030-1.1)	**21 & 22 July 2022**	*2 Days E-Learning Mode*
CM5: Engaging and Managing Stakeholders for Successful Human Resources Plans (HRS-HRM-4036-1.1)	**8 & 17 Aug 2022**	*2 Days E-Learning Mode*
PEM1:Performance Management (HRS-PDV-4032-1.1)	**24 & 25 Aug 2022**	*2 Days E-Learning Mode*
PEM2: Assist in Execution of Change Management (HRS-BIN-3094-1.1)	**5 & 6 Sept 2022**	*2 Days E-Learning Mode*