

 **KnowledgeBrief**

Level 7

Senior People & Culture Professional

This course is designed to develop confident, strategic leaders to improve people practices, driving organisational performance and effectiveness. Throughout the course, you will be supported to enhance your ability to drive strategic people practices, shape organisational culture, and align workforce strategies with business goals. On completion, you will be able to use your expertise, network and resources to influence meaningful change and deliver exceptional organisational outcomes.

CIPD KnowledgeBrief[®]
Management
School Skills England Department
for Education Apprenticeships



Lead with impact: Elevate your strategic HR & leadership expertise



Level 7

Senior People Professional Apprenticeship

Duration: 15 months

What's involved?

The programme is divided into four parts, each with multiple learning cycles focused on key areas of growth. These cycles build on one another to deepen learning and encourage reflection on real-world application.

Parts 1–3 develop strategic people leaders who align people practice with business goals, lead change, and drive performance. You will explore culture, planning, budgeting, technology, and stakeholder influence, applying theory through practical activities. The programme also strengthens capability in coaching, change leadership, and ethical, inclusive strategy.

In Part 4, you will choose a specialist pathway aligned to your role: Human Resources (HR), Learning & Development (L&D), or Organisation Development (OD).

Benefits for learners

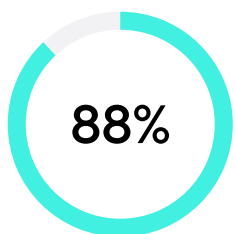
This course will provide learners with crucial skills in workforce planning, talent management, compliance, and organisational change. By honing these abilities, you will be able to lead teams, manage key people processes, and implement strategies that drive organisational success. According to a CIPD report (2020), 80% of HR professionals who developed their skills saw a significant improvement in career progression and confidence in leading organisational initiatives, demonstrating the personal impact of mastering these competencies.

What learners will achieve

Showcase your leadership expertise with these in-demand certifications. Once completed, you'll earn:

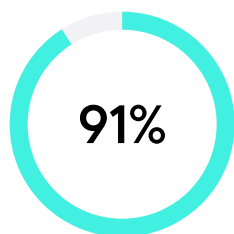
 <p>Senior People & Culture Professional Certificate</p> <p>KnowledgeBrief Management School</p>	 <p>Level 7 Senior People Professional Apprenticeship</p> <p>Skills England</p>	 <p>MCIPD Accreditation</p> <p>Chartered Institute of Personnel and Development</p>
--	---	---

Learners' outcomes:



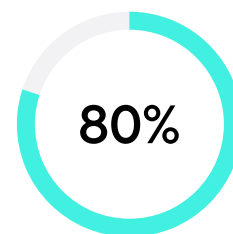
More inspired

88% said their leadership style had improved.



More confident

91% said they have increased confidence.



More qualified

4 out of 5 of our learners achieve a Distinction.

Benefits for employers

A survey conducted by Harvard Business Review found that companies investing in people management capabilities see up to 21% greater productivity and 22% higher profitability. By enhancing your expertise in workforce planning, compliance, and talent management, learners can significantly contribute to your organisation's success and drive impactful outcomes in people strategies.



Planting the future, one learner at a time

Every time a learner completes this apprenticeship, we will plant a tree to celebrate their personal growth and help to support global reforestation projects.



CORE MODULES

What you will learn

PART 1

Holistic people practice and strategy

In the first part of the programme, you will focus on developing strategic people management skills to drive organisational success. You will learn how to design and implement people approaches that align with organisational strategy, culture, and values, ensuring they support the overall vision of the organisation. Additionally, you will explore how to shape organisational culture by identifying targeted interventions that foster desired behaviours and uphold ethical standards. This part also covers analysing the employee lifecycle and ensuring that policies and practices adhere to relevant compliance requirements and regulations.

<p>Learning Cycle 1.1</p> <p>What is Strategic People Management?</p>	<p>Learning Cycle 1.2</p> <p>The Employee Lifecycle and Integrating HR Functions</p>	<p>Learning Cycle 1.3</p> <p>Shaping Organisational Culture</p>	<p>WORKSHOPS</p> <p>2</p>	<p>REVIEWS</p> <p>Starting Point Meeting and Progress Review</p>
---	--	---	---------------------------	--



PART 2

Leading people plans and resources

In Part 2, you will deepen your expertise in budget management, leveraging analytical tools to make informed, data-driven decisions that drive value for your organisation. You will also develop proficiency in strategic workforce planning, with a focus on talent management, succession planning, and effective resource allocation. Additionally, this section will explore the transformative role of technology in people practices, including how to harness digital tools to enhance efficiency, improve decision-making, and support organisational goals. Through this, you will gain insights into the impact of technological advancements on strategic people practices.

Learning Cycle 2.1	Learning Cycle 2.2	Learning Cycle 2.3	Learning Cycle 2.4	WORKSHOPS	REVIEWS
Creating Value in People Strategy	Managing Budgets	Technology in People Leadership	Strategic Workforce Planning	2	Tripartite Meeting and Progress Review

PART 3

Leading transformational change & professional influence

In Part 3, you will gain valuable insights into leading change initiatives, exploring key change management methodologies to drive successful organisational transformation. You will focus on integrating diversity and inclusion into organisational practices, ensuring these values are embedded in everyday decision-making. Additionally, this section will enhance your stakeholder management skills. You will learn to use consulting tools effectively, enabling you to influence senior leadership with clarity. You will also develop the skills to design impactful coaching and mentoring programmes, fostering a culture of growth and development that promotes fairness, inclusivity, and alignment with organisational goals.

Learning Cycle 3.1	Learning Cycle 3.2	Learning Cycle 3.3	WORKSHOPS	REVIEWS
Leading Complex Change	Stakeholder Management and Influence	Creating a Coaching and Mentoring Culture	2	Tripartite Meeting and Progress Review



| PART 4 | SPECIALIST PATHWAYS

Choose your area of focus

| SPECIALIST PATHWAY 1

Human resources

In this option, you will address complex HR challenges by selecting, implementing, and evaluating well-being and engagement initiatives, critically assess remuneration & benefits and performance management approaches to ensure they meet organisational needs while promoting inclusivity and diversity. Through strategic and ethical decision-making, you will drive HR excellence. Additionally, you will apply specific legislation and current case law, evaluating their impact on HR practices and assessing how employment legal decisions shape employee relations strategy, policy, and practice within your organisation.

Learning Cycle 4.1	Learning Cycle 4.2	Learning Cycle 4.3	Learning Cycle 4.4	WORKSHOPS	REVIEWS
Enhancing Well-being and Engagement	Strategic Reward, Pay and Benefits	Employment Legislation and Case Law	Strategic Performance Management	2	Gateway Tripartite Meeting, Progress Review and EPA Prep



SPECIALIST PATHWAY 2

Learning and development

In this option, you will focus on crafting and implementing learning and development strategies that align with organisational goals. You'll create L&D plans using learning design principles, analyse data to measure impact, and apply adult learning theories to improve organisational learning approaches. You'll also develop coaching and mentoring programmes, embedding a culture of learning and continuous improvement. Finally, you will master complex facilitation techniques, applying them to foster collaboration, sensemaking, and planning within your organisation, while promoting diversity and inclusion in all L&D practices.

Learning Cycle 4.1	Learning Cycle 4.2	Learning Cycle 4.3	WORKSHOPS	REVIEWS
Adult Learning Theories and Motivation	Developing a Learning and Development Strategy	Complex Facilitation Techniques	2	Gateway Tripartite Meeting, Progress Review and EPA Prep

SPECIALIST PATHWAY 3

Organisational development

In this option, you will focus on implementing organisational development models and applying principles to drive cultural change within your organisation. You'll lead organisational redesign efforts, applying theories and models to restructure roles and improve processes. You will also explore systemic thinking, using this approach to evaluate and enhance organisational design. Finally, you will manage cultural change initiatives by selecting and applying change methodologies and tools, ensuring your strategies are aligned with organisational goals.

Learning Cycle 4.1	Learning Cycle 4.2	Learning Cycle 4.3	WORKSHOPS	REVIEWS
Organisational Development Interventions and Impact	Principles of Organisational Design	Systems Thinking in Organisational Development	2	Gateway Tripartite Meeting, Progress Review and EPA Prep

The core elements of your programme



Techniques and Insight questions

Techniques introduce key concepts through structured, focused resources. Each one is designed to support clear understanding and confident application in the workplace. Learners then respond to an Insight Question, a short-written task that reinforces learning by encouraging reflection and direct application to their role.



Workshops

Workshops provide expert-led learning on core topics, behaviours, and people practices. These sessions develop professional capability, strengthen reflective practice, and support learners to apply their development directly within their roles to support others. Each workshop contributes to deeper understanding and stronger workplace performance.



Work Based Evidence

Learners build their portfolio through real work activity, capturing evidence from tasks such as meetings, presentations and projects. This ensures learning is applied in context, remains relevant to role responsibilities and supports wider organisational goals.

How are you assessed?

Once the programme is complete, you will be assessed through the End Point Assessment (EPA) by an independent, accredited organisation.

Professional discussion with a portfolio of evidence

- 120 minutes discussion with an independent assessor with reference to the portfolio of evidence.
- 10+ competency-based questions.

Written project report with presentation

- 7,000-word report.
- 20-minute presentation.
- 40-minute Q&A with a minimum of 8 questions.

The result from each assessment method is combined to decide the overall apprenticeship grade. The following grades are available for the apprenticeship: Fail, Pass and Distinction.



Core technology platforms

 Platform branded for your business

KBPro **LXP**

Our Learning Experience Platform (LXP) is designed to enable time-poor managers to learn when they can, where they can, offering bite-sized modules, real-time feedback and time to reflect. It blends theoretical knowledge with work based projects, helping learners build confidence and apply knowledge at work. The result? A personalised, intuitive experience that turns everyday learning into lasting progress.

KBPro **CXP**

The Client Experience Platform (CXP) gives clients and line managers a clear, real-time view of each learner's journey. No chasing, no guesswork. With smart insights, progress tracking and performance dashboards, it brings people together around learner success, making collaboration easier and impact more visible, all while keeping things refreshingly simple.

Our Level 7 learners say

“It has been an incredibly valuable experience, providing me with deeper insights into strategic thinking, decision-making, and leadership effectiveness.”

—Shane Noble, PD Hook

“I feel like whilst I have been studying, I have stepped out of my comfort zone and realised how capable I am – which has ultimately improved my overall performance.”

—Lauren Mitchell, Canterbury Oast Trust

 KnowledgeBrief®


© KnowledgeBrief Ltd. All Rights Reserved

Let's Talk

 0204 5511855

 enquiries@knowledgebrief.com

 knowledgebrief.com

 /company/knowledgebrief

 @knowledgebrief

 /knowledgebrief