

MOD 3: Professional Behaviours & Valuing People

This module focuses on how applying core professional behaviours such as ethical practice, courage, and inclusivity can build positive working relationships and support employee voice and well-being. It considers how developing and mastering new professional behaviours and practice can impact performance. (5C003)

a. Topics Covered

1. Being an effective people professional. (1.1) (1.2) (1.3)
2. Taking responsibility. (1.4) (1.5)
3. Solutions that motivate, engage, and value employees. (2.1) (2.2.) (2.3)
4. Skill requirements to meet evolving trends in the people profession. (2.4) (3.1)
5. Continuing professional development. (3.2) (3.3) (3.4)

b. Learning Outcomes

- Appraise what it means to be a people professional. (1.1)
- Recognise how personal and ethical values can be applied in the context of people practice. (1.2)
- Contribute confidently to discussions in a clear, engaging, and informed way to influence others. (1.3)
- Reflect how you have taken responsibility for your work/actions, including recognising and rectifying mistakes. (1.4)
- Recognise when and how you would raise matters which conflict with ethical values or legislation. (1.5)
- Argue the human and business benefits of people feeling included, valued, and fairly treated at work linking to the related theory. (2.1)
- Design an impactful solution based on feedback and engagement with others. (2.2)
- Evaluate the impact of the solution to influence and engage people within an organisation. (2.3)
- Reflect on your own approach to working inclusively and building positive working relationships with others. (2.4)

- Explore how the role of a people professional is evolving and the implications this has for continuing professional development. (3.1)
- Assess your strengths, weaknesses, and development areas based on self-assessment and feedback from others. (3.2)
- Formulate a range of formal and/or informal continuing professional development (CPD) activities to support your learning journey. (3.3)
- Reflect on the impact of your continuing professional development activities on own behaviour and performance. (3.4)

c. Assessment

Formative Assessment from 01/06/2022 to 30/06/2023

Task = Written Answer (900-words)

Summative Assessment from 01/06/2022 to 30/06/2023

Task One = (7) Written Answers (2100-words)

Task Two = Written Summary, Explanation, Reflections (1150-words)

The final total should be the published total +/-10%

900 +/-10% = 810-990 words

2100 +/-10% = 1890-2310 words

1150 +/-10% = 1035-1265 words