



Issue 7, July 2008

How does PAC Work? The Portfolio of Evidence

In our last newsletter Peter Sell told us more about the storyboard part of the PAC programme. Anne-Marie Russell from William Hill told us "Cherry McGregor is my tutor and took me through the electives last year. The support she has given me has been fantastic and I have always been amazed at how much she was tuned into my organisation and what I had written in previous storyboards. She has also been great at keeping me on track and helping me keep focused when I have been under pressure with work and home." Thank you Anne-Marie for sending in your quote. Tell us about your experience with DMS and go into our prize draw to win £50 of book vouchers. Send us your quote [now](#).

This month, we asked Peter Sell, Managing Director of DMS, "What is a Portfolio of Evidence?" Peter explained, "Each PAC candidate needs to create a Portfolio to prove that they meet the CIPD standards. It's basically a folder which contains your storyboards and your collection of evidence. You need to cover four areas of study to complete your Portfolio:

- * Leadership and Management - a storyboard and evidence to demonstrate your managerial knowledge and competence in understanding how organisations are managed from a strategic perspective
- * 4 Electives - you then continue to build your Portfolio from a list of 19 generalist/specialist subjects
- * People Management and Development requires narrative and evidence to support how your contribution as an HR Manager has affected the organisation as a whole
- * Applied Personnel and Development is a work-based project of 7-10,000 words. We urge you to take advantage of one of our workshops at DMS headquarters which will give you guidance on this.

"By the time you have finished each of these areas, you will probably have between 2 and 4 A4 ring binders full of evidence. Remember that some people will get exemptions, particularly from Leadership & Management, due to previous studies. Lots of people don't realise they might not have to study the whole CIPD course, which is why it's so important for anyone wanting to get their CIPD to speak to an advisor before they commit to any training. There are a number of routes to CIPD membership and we have many years of experience of all the available options so we can advise on the most straightforward route for each individual.

At each meeting you will discuss with your advisor what evidence is appropriate. Then it's up to you to go away, find it and file it in your Portfolio. If you don't have appropriate evidence, your advisor will help you to identify what you need and how best to get it, so that you keep on track. Candidates often get the added advantage of free HR consultancy for their business in this way!

The evidence must be work-based and recent. By recent, we mean less than two years' old. That causes some people concerns if they have a long career in HR but for example have been on an extended maternity leave. We urge you to talk to us if you are in this situation because together with your advisor, you can plan the best way forward so you work towards your qualification in the most effective way possible."

DMS Academy

DMS runs its first conference at our Academy in the South of France between July 16th and July 18th 08. A report and picture will be included in the next newsletter. One thing we can guarantee - the weather there will be better than in wet old England!
Request a full brochure [now](#) to see what the DMS Academy can offer you.

News on CIPD Certificate Programmes

The CIPD has been piloting the delivery of CPP and CTP programmes using a work based approach similar to the professional assessment process. DMS has registered an interest in supporting this pilot scheme and is hoping to run the first programme in the autumn. It can be delivered on both an individual one to one basis or to small groups. Watch this space for more information.

Why train your managers?

Research recently presented by John McGurk from the CIPD showed the following statistics. In the OCEC countries the UK is 11th out of 30 for high level skills and 17th for intermediate skills. When looking at productivity we are lowest in the original EU 15 except for Portugal, Spain and Greece. Whilst the performance of the national football team may not be important, the performance of your business is.

The figures published show that investment in training results in improved productivity. On a national scale, a 5% increase in trained workers leads to a 4% increase in productivity. With a possible recession can you afford not to invest in your key people?

DMS offers CMI programmes for managers at all levels. For more information [contact](#) us.

More information on any of our services?

Get in touch by clicking [here](#) or call 0208 326 6200 if you'd like to find out more about any of our services.

Please add our email choward@dmsconsultants.com to your address book to continue to receive our mails.

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DMS Consultancy Ltd, 67-69 St Johns Road, Isleworth, Twickenham, Middx ,TW7 6NL. Telephone 020 8326 6200.
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