



**Gordon Institute
of Business Science**
University of Pretoria

PMD



Changing local and global economic conditions have reinforced the critical importance of effective leadership in South African companies.

At GIBS we understand this and have designed the GIBS Programme for Management Development (GIBS PMD) to equip managers with the necessary skills for business life in a rapidly changing and competitive business environment.

We will assist you to develop a clear understanding of a number of key management functions and provide an overall perspective on what it takes to run a globally competitive business. In addition, we will present you with the opportunity to develop essential personal skills.

The GIBS PMD will provide you with effective education in the practical aspects of global best practice, with specific application to the South African market. The programme is highly interactive, enabling you to address your personal business challenges in an action learning environment in which you develop a network that can last throughout your career.

Whether you have general management responsibilities, or play a more specialist role and need to broaden your business and management knowledge and skills, by applying for the GIBS PMD you are taking a further step towards greater success in business. We would like to assist you on this journey.

Professor Nicola Kleyn
Dean, Gordon Institute of Business Science

“The action learning approach will enable you to immediately transfer what you have learnt to the working environment.”

The GIBS PMD is an innovative and stimulating learning experience. Both the content and design of this intensive programme have been based on a needs analysis conducted with South African business leaders.

THE OBJECTIVES OF THE GIBS PMD ARE TO:

- ☑ Help managers better understand the current and future global economic and social environment with a special emphasis on the new economy;
- ☑ Develop leadership and management skills for non-traditional approaches to the role of the manager in organisations;
- ☑ Help managers to accelerate the rate of change in their organisations;
- ☑ Give a clear understanding of the current and emerging methods for evaluating organisational performance;
- ☑ Change perceptions of how organisations develop and deliver their products and services;
- ☑ Build management effectiveness in the operational management of organisations operating in the new economy;
- ☑ Better equip managers to work with and through their people as individuals and teams;
- ☑ Understand how to optimise their use of information and knowledge to sustain competitive advantage; and
- ☑ Enable managers to unlock their creativity in the process of bringing about change in organisations, teams and individuals.

As you develop in your career, you often find that experience alone is not enough to provide all the answers.

Our aim at GIBS is to provide you with education to supplement your experience. We have established the GIBS PMD to give managers in the private, public or non-governmental sectors the following advantages:

- ☑ Exposure to general management tools;
- ☑ Blended learning opportunities, including classroom lectures, team work, skills practice, discussions, simulations and networking;
- ☑ Faculty with track records of best practice expertise;
- ☑ Guest lectures by leading business people;
- ☑ Extensive use of case studies;
- ☑ An action learning approach with emphasis on skills development and application of learning into your own work experience;
- ☑ Stimulating campus life with residential facilities, restaurant, indoor and outdoor syndicate rooms; and
- ☑ Focus on personal growth and development through the use of coaching and personal development plans.

During your time at GIBS, our world-class faculty members will provide you with a knowledge base in the general management functions, as well as personal skills in key areas. The action learning approach will enable you to immediately transfer what you have learnt to the working environment.



PARTNERING FOR HIGH PERFORMANCE

A special feature of the GIBS learning experience is that you will be working in a syndicate group. Each syndicate group will be structured so that there is a balance of skills and backgrounds in the team and each team will be required to assist each other with the necessary syndicate assignments.

MENTORS

Company-based mentors are an important feature of the programme. You will need to identify someone in your organisation who will act as a coach or mentor during your studies. He or she will be required to give you advice as needed, provide support and assist with finding information or opening doors in the company where company-related tasks are set by the lecturers. Should you be unsure about the steps to follow in appointing a mentor, you can contact the programme management team via email at pmd@gibs.co.za.

You have been working for at least five years and are feeling the pressure of change in the workplace. Although you are motivated and competent, you feel that you do not have sufficient tools to make as much of a difference in your company as you know you can. You know that your career will benefit from management education and you are ready to stretch yourself to achieve success.

The ideal GIBS PMD student has the following:

- Five to 10 years' work experience, with some at middle management level;
- Matriculation exemption certificate – a tertiary qualification is an advantage;
- Intellectual ability;
- Good communication skills;
- Competence in MS Word, Excel, PowerPoint and a web browser;
- A mentor from your company; and
- Maturity, commitment and aspirations to achieve success in your career.

As a student on the GIBS PMD you will be required to attend a number of on-campus learning experiences that combine discussions, case studies, debates and simulations. Each session will require preparation that you will undertake individually or in groups. For the remainder of the programme you will be preparing, studying, undertaking syndicate work and conducting your own research. You will also be involved with assignments relevant to the module you are studying and application of the knowledge in your own organisation's situation.

THE 2017 GIBS PMD MODULES
PEOPLE AND PERFORMANCE MANAGEMENT
THE BUSINESS ENVIRONMENT
EFFECTIVE EXECUTION
BUSINESS FINANCE FOR MANAGERS
ESSENTIAL COMMUNICATION TOOLS
VALUE BASED INNOVATION
MARKETING FOR MANAGERS
OPERATIONAL EFFECTIVENESS
BUSINESS STRATEGY FOR MANAGERS
AN ACTION LEARNING PROJECT (ALP), PERSONAL DEVELOPMENT PLAN (PDP) AND INDIVIDUAL DEVELOPMENT REPORT (IDR) WILL ALSO BE COMPLETED BY STUDENTS
A SIMULATION, WHICH WILL BE RUN DURING THE PROGRAMME

There will be three intakes of the GIBS PMD in 2017 and delegates can choose the programme structure that suits them best.

“GIBS with its innovative and inspiring style of teaching, walks the talk and talks the walk. It has helped me, through campus experience and discipline, to realise my dreams and better equip myself with the necessary skills to perfect the art of business and propel me from a simple actor to a fully-fledged businessman.”

Freedom Hadebe, PMD 2011

GIBS PMD 47

Modular

One module per month from February to November 2017.

1

GIBS PMD 48

Evening

One module per month on Tuesday and Thursday evenings and Saturdays from March to December 2017.

2

GIBS PMD 49

Block Hybrid

Modules will run over four blocks of three to four days each and two blocks of one day each. Examinations will take place during each block. The programme is suited to students who need to limit the amount of time out of the office and also wish to do some self-study online. The programme will run over 13 months from June 2017 to July 2018 to allow students sufficient time to prepare and work through the online material.

3

LECTURE TIMES

DAY	EVENING
08:30 – 17:30	18:00 – 21:00 DINNER WILL BE SERVED FROM 17:00 – 18:00
WEEKEND	EXAMS
08:30 – 17:30	08:30 – 10:30 ADDITIONAL TIME WILL BE GIVEN DEPENDING ON THE LENGTH OF THE CASE STUDY

GIBS PMD 2017 FEE STRUCTURE	
Non-refundable application fee payable upon submission of your application	R1 150
Registration fee (deposit payable upon acceptance, offset against total tuition below)	R15 125
Total tuition fees for the programme	R60 500

Should a delegate withdraw from the programme prior to the start of the first module/block, the 25% deposit will be liable. The remainder of the fee is due within 30 days of receiving your final invoice.

Should a delegate withdraw from the programme prior to the start of the second module/block, they will be liable for the full amount.

GIBS does not charge VAT on tuition fees. For the detailed fees and regulations, please visit www.gibs.co.za/pmd.

IMPORTANT NOTE

Applications for the GIBS PMD open on 3 October 2016. Each intake will have a different closing date. Please view our website for these dates.

Details required for your application include: **personal contact information; copies of your ID and senior certificate; career history; and financing method.**

Delegates applying to attend the GIBS PMD programme need to ensure permission from their organisation is granted before applying.

GIBS processes applications for admissions on a continuous basis as we receive them. Once the class is full, applicants who qualify will be placed on a waiting list for the next intake of students. You are therefore requested to apply timeously to secure your place on the programme.

ENTRANCE TEST

As part of the GIBS PMD admissions procedure, prospective students are required to complete an entrance test. This psychometric test will focus on your learning potential, verbal skills and numerical reasoning. The test fee is included in the application fee.

Please note: GIBS is committed to welcoming and assisting international students. All international students must submit copies of their study and work permits. Students from non-English speaking countries must demonstrate their English language proficiency by supplying PTE Academic (Pearson Test of English Academic) scores. See www.pearsonpte.com.

NEXT STEPS

Step 1. Meet the admission criteria

Step 2. Apply online at www.gibs.co.za/pmd

Step 3. Pay the application fee

Pay the non-refundable application fee of R1 150. Only EFT will be accepted. Please note proof of payment needs to be in an electronic format (PDF ONLY) in order for you to upload this to the application form. Please note that an application will not be considered if any of the documentation required is missing.

Step 4. Write the entrance test

Once the application form has been submitted, Admissions will send you the test booking dates/form, which must be completed and submitted to Admissions.

Step 5. Decision and feedback

Once the test results are available to Admissions, the application is now ready to be reviewed by the Admissions team, who will notify you of the outcome provided there is no outstanding documentation.

Only online electronic applications will be considered. E-mailed, faxed or posted applications will not be accepted.

To find out more about the GIBS open evenings, go to www.gibs.co.za/pmd.

The mission of the Gordon Institute of Business Science is to significantly improve responsible individual and organisational performance, primarily in South Africa and increasingly in our broader African environment, through high quality business and management education.

For more information please contact:

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The University of Pretoria's Gordon Institute of Business Science (GIBS), established in 2000, is an internationally-accredited business school, based in Illovo, Sandton, South Africa's economic hub. GIBS is located at 26 Melville Road, Illovo, Sandton.