

EXECUTIVE EDUCATION > CUSTOM PROGRAMMES



Custom Programmes

Partnering with business to co-create and deliver relevant learning experiences that improve individual and business performance.

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

Relevant solutions, quality implementation and demonstrated value.

The Custom Programmes (CP) team partners with organisations to co-create innovative learning solutions to significantly improve individual and organisational performance.

This is achieved by:

- > understanding the organisation’s strategic intent;
- > articulating the learning and performance needs; and
- > agreeing the definition of success.

Each year, leading global and South African organisations from the private and public sectors partner with GIBS Custom Programmes to design and deliver tailor-made learning solutions to develop their existing and potential leaders.

Your dedicated programme support

Our team has been carefully structured to align its activities to the 5D model. From the first stages of discovery and design through to delivery and evaluation, your dedicated team of experienced professionals will ensure seamless execution.

The CP team

EXECUTIVE DIRECTOR

ASSOCIATE DIRECTOR

Client Engagement and Business Development

SENIOR MANAGER
Client Engagement

MANAGER
Client Engagement

ADMINISTRATOR
Client Engagement

ASSOCIATE DIRECTOR

Learning Solutions

Operations management

SENIOR MANAGER
Operations

CP COORDINATOR

Solutions design and development

SENIOR PROGRAMME MANAGERS
Learning Design

Solutions deployment

SENIOR PROGRAMME MANAGERS
Delivery

PROGRAMME MANAGERS

PROGRAMME COORDINATORS

A customised programme from GIBS

Can be run anywhere in the world, supported by our international partners and programme team.

Is uniquely aligned to your business strategy, and flexible to your learners’ needs.

Facilitates applied learning that is personal and focused on real change for maximum business impact.

Builds critical skills to face challenges and maximise opportunities.

Gives you access to thought leaders with current industry experience – nationally and internationally.

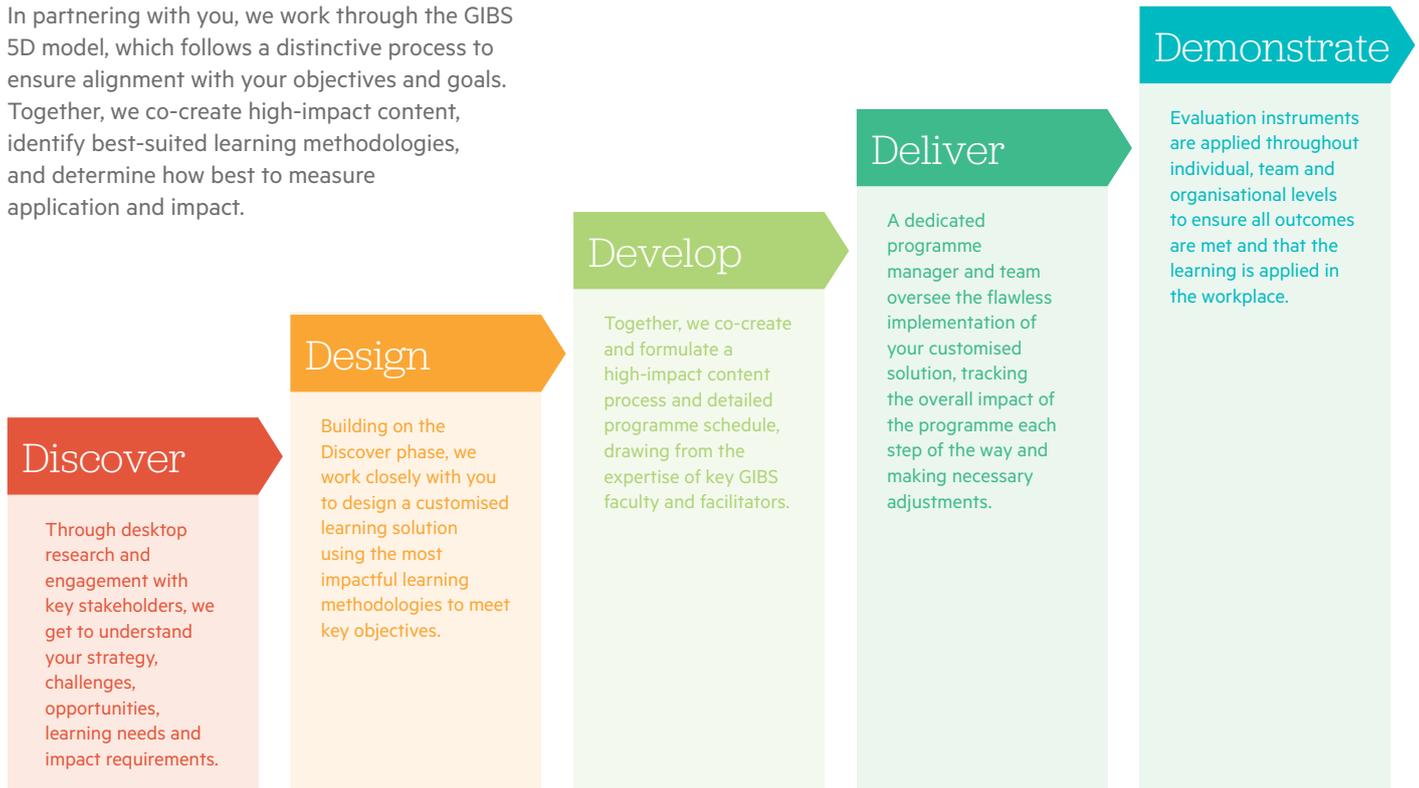
Is co-designed with you by our team of experts, using a tried and tested approach.

Includes various methods of learning, which are academically rigorous and practical.

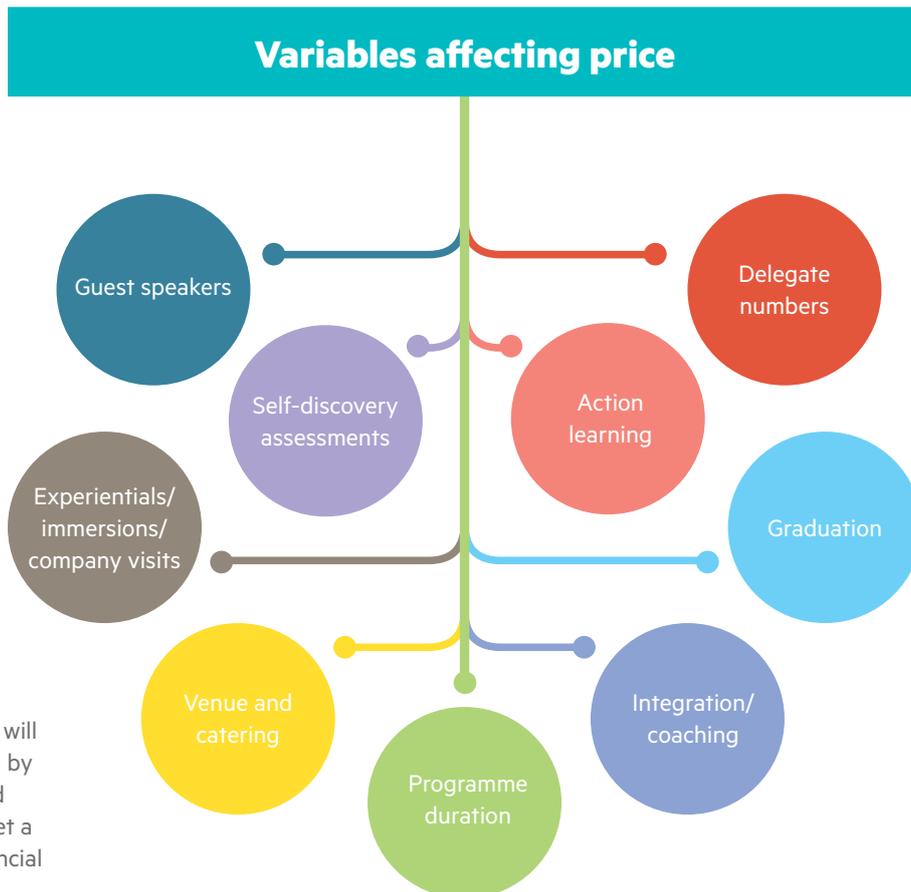
Provides you with a dedicated team to ensure flawless implementation.

Working with you

In partnering with you, we work through the GIBS 5D model, which follows a distinctive process to ensure alignment with your objectives and goals. Together, we co-create high-impact content, identify best-suited learning methodologies, and determine how best to measure application and impact.



What does a customised programme cost?



Total programme fees will vary and are impacted by the variables indicated here. Speak to us to get a better idea of the financial investment.

What's your programme choice?

You'll be able to choose between customisable accredited programmes or fully customised solutions, from foundation to C-suite levels.

Customisation: industry specifics and alignment to the client's framework informs the design of the customised learning solution.

Customisable accredited

1. Level of customisation is limited, as specific content areas need to be addressed, but customisation occurs within the modules.
2. Delegates: selection and entrance criteria apply.
3. Duration: to ensure that the 1200 notional hours are covered, these programmes tend to be longer in duration, usually between eight and 12 months.
4. Assessment: more rigorously assessed by written exams, and individual and group assignments.
5. Receive a higher level of recognition within the new B-BBEE framework, due to South African Qualifications Authority (SAQA) status.

OR

1. All elements of the programme can be customised, including the programme duration, courses included, and type and level of assessments to be completed by the delegates. Results in the achievement of a certificate of attendance/completion, issued by GIBS.
2. Delegates: client identifies and selects appropriate delegates, guided by GIBS. No specific entrance requirements, as set by SAQA for fully customised programme. Sometimes clients run a selection process.
3. Duration: the customised programme can be conducted over a shorter period of time, depending on the focus of the programme and learning needs.
4. Assessment is not as intense and can take various forms including personal development plans, 360 feedback and action learning projects.

Fully customised

Where would you like your programme delivered?

Our globally focused faculty and the internationalisation of executive development have allowed us to work with clients in many locations around the world. We have the ability to deliver programmes throughout Africa and abroad through delivery teams and GIBS faculty in any location in the world. We also partner with other major global business schools in the desired location.



Where GIBS has worked

Learning methodology and approach

In consultation with you, we design learning solutions that are characterised by **creative, innovative, engaging** and **experiential** methods of delivery, and which are both academically rigorous and practical. We do not rely solely on classroom learning.

Pre-reading material

Course pack consisting of a framework of the module, relevant reading material, case studies and exercises. All available on the dedicated portal for delegates to prepare ahead of the programme.

Experiential activities

Opportunities for learning through different experiences – engaging different parts of the brain, e.g. creative sessions in Co.Central, GIBS's innovation space; mystery shopper experiences; community/company visits; bootcamps; etc.

Simulations

Business simulations that enable delegates to experience themes and concepts in a practical, "live" environment.

Technology-enabled learning

Technology enables multiple options of training delivery, from custom-designed portals to online assessment and group collaboration.

Guest speakers

Guest lectures by executives. GIBS has access to a wide range of local and international speakers from diverse industries.

Team-building activities

Opportunities for delegates to experience competition, collaboration and networking in a fun and relaxed environment. These include cook-offs, storytelling sessions, quiz evenings, etc.

Leader-led dialogues

Intimate dialogues with executives of the organisation about critical strategic intentions, dilemmas facing leadership, etc.

Immersions

"Immersing" delegates in a completely different context can foster deep insights into, understanding of and appreciation for the challenges of a different way of doing business. These insights can then be translated into delegates' own environments, giving a fresh perspective to solving current challenges.

Company visits

GIBS has a wide network of local and international companies and government agencies that are keen to share knowledge and strategic learnings.

Panel discussions

Panel discussions are a powerful way of bringing together speakers with divergent and multi-faceted insights to provide an informative, thought-provoking discussion on a topic.

Reflection/review sessions

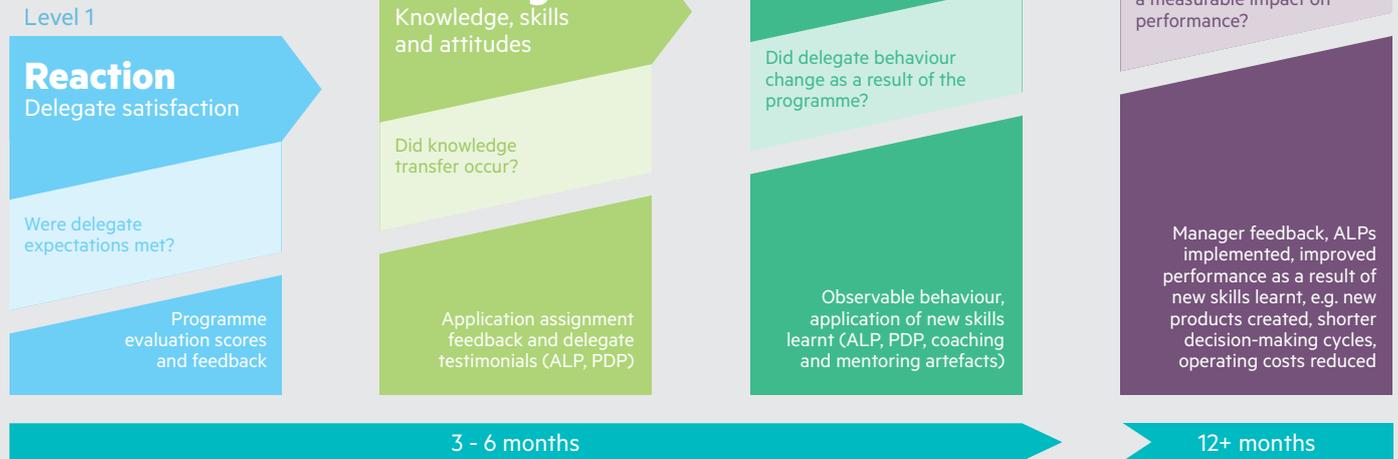
These facilitated sessions reinforce the main learning points and focus on application of the learning.

Coaching

Small group coaching supports the delegates in applying their skills and tools back at work, and supports the setting and achieving of personal development goals. Peer coaching and feedback are also valuable ways of sharing learning.

Measuring impact back in the workplace

We partner with clients to agree on relevant measurement approaches and instruments to ensure organisational impact.



Clients over the years

GIBS has vast experience in both public and private sectors giving you access to deep expertise and our proven track record.

