Shape the future of business.

Gordon Institute of Business Science
University of Pretoria

DOCTORAL PROGRAMME
The GIBS Doctoral Programme is aimed at developing the required knowledge to enable high-performing individuals to contribute to business thought-leadership and help drive growth on the African continent.

Professor Helena Barnard
Doctoral Programme Director
Gordon Institute of Business Science

Given that businesses across the African continent need to address the opportunities and challenges of this unique business environment, it is critical to continually develop new ways of thinking. We need new approaches to problem-solving that are relevant to our context, because this is where our businesses operate.

The GIBS Doctoral Programme is aimed at developing the required knowledge so that high-performing individuals can contribute to business thought-leadership and help drive growth on the African continent. Professionals who want to contribute to the knowledge-base from which business decisions are made can play their part in shaping the future of business on the continent and in the global dynamic context.

The Doctoral Programme aims to help scholars find solutions to real-life challenges faced by businesses and their leaders through in-depth research that marries practical application, academic rigour and critical thinking. Our approach is thus anchored both theoretically and in practice.

The programme is designed to meet the needs of the self-motivated scholar who is keen to think critically about the world. It provides a blend of individual and peer interactive learning challenges that stretch and test scholars’ potential. As an outcome, successful scholars will be equipped to create scientifically grounded knowledge and contribute to positive business results through intellectual leadership.

We look forward to welcoming you to be a part of this vibrant and growing community of scholars.
Our campus is positioned in Illovo, Sandton – the richest square mile in Africa and home to an array of South African multinationals such as Discovery, Sasol, Massmart, Standard Bank and regional head offices of firms such as Google and Hewlett Packard.

We serve many of these prominent multinational corporations in developing their leaders and our experienced local and international lecturers ensure a full understanding of complex international markets, while equipping students to take advantage of opportunities to enhance their own and their organisation’s competitive performance.

We have a long record of teaching corporate strategy and deliver courses to customers in many African countries every year. This aligns to our mission of focusing on general management in dynamic markets to significantly improve responsible individual and organisational performance, primarily in the South African environment and increasingly in our broader African environment, through the provision of high-quality business and management education.

In October 2018, the GIBS MBA was ranked among the top 100 globally in the prestigious Financial Times Executive MBA Rankings. GIBS is the only business school in Africa to appear in this ranking. In June 2019, the annual UK Financial Times Executive Education rankings, a global benchmark for providers of executive education, once again ranked GIBS as the top South African and African business school.

GIBS is accredited by the Association of MBAs (AMBA), the Association to Advance Collegiate Schools of Business (AACSB), the Council on Higher Education (CHE) and is a member of the South African Business Schools Association (SABSA), and the Association of African Business Schools (AABS).

These international rankings and accreditations ensure global recognition of our programmes and the close relationships we have with business, enable our students and faculty to produce research that truly matters to business.

In November 2019, the GIBS MBA was ranked first in South Africa and second in Africa in the Economist Intelligence Unit’s (EIU) Global MBA Rankings, further confirming our reputation as South Africa’s leading business school.

The GIBS Doctoral programme offers two doctoral qualifications: Doctor of Business Administration (DBA) and Doctor of Philosophy (PhD); in addition, we offer a Postgraduate Diploma (PGDip) in Business Studies as a preparatory coursework programme for budding doctoral researchers.

Applicants who have had a long hiatus from academic study, or do not have a strong background in research, are encouraged to begin their GIBS doctoral journey with the nine-month PGDip. The coursework offers students the opportunity to develop nascent research proposals with the support of senior faculty members, while at the same time building strong research skills.

To propel my PhD journey, I needed structure, deep immersion, richer knowledge in my research domain, and an interesting research question. I had none of that and the PGDip programme was offering all of it.

I’m interested in shaping policy and business practice.

I want to read even more deeply than I had to for the MBA.

I’ve identified an emerging field that is challenging our preconceived ideas and want to explain what is happening there.

I’m interested in doing a doctorate but I don’t have a strong research background.

I’m fascinated by theory and believe I can help develop it.

I’m thinking of moving into an academic career.

I’ve identified an emerging field that is challenging our preconceived ideas and want to explain what is happening there.

I’ve identified a problem that even the best managers cannot solve and I want to delve into it.

Fundisile Serame
PGDip graduate and doctoral candidate
At GIBS, we have a strong doctoral scholarly community which our students become part of when they join the Doctoral Programme. We have regular on-campus seminar weeks during which students receive feedback on their developing research from peers and senior faculty members.

### Doctoral Programme structure, entrance requirements and fee structure

A successful doctoral candidate has the following attributes:
- A track record of consistently high academic achievement;
- An alert, enquiring mind;
- Good written English skills;
- Strong numeric and analytical skills;
- Personal effectiveness in managing self and time;
- Broad and deep experience in business;
- A problem-solving, innovative approach to challenges; and
- Clear personal goals and strong achievement motivation.

### CANDIDATE PROFILE

**MINIMUM REQUIREMENTS FOR APPLICATION**

- A minimum of an MBA or business related Master’s degree (NQF 9);
- A minimum of five years’ work experience, at least two years of which must have been at management level;
- GIBS Entrance Test or the Graduate Management Admission Test (GMAT);
- Leadership potential (your experience, letters of reference and application essays should all reveal that you can assume a leadership role in the workplace);
- Personal effectiveness in managing self and time; and
- Competence in MS Word, Excel, PowerPoint and a web browser.

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**SCHEDULE 2020**

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<tr>
<th>On-campus seminar blocks</th>
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<tr>
<td>Proposal and thesis development phase</td>
<td>Coursework (PGDip phase)</td>
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<tr>
<td>27-31 January 2020</td>
<td>27-31 January 2020</td>
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<td>18-22 May 2020</td>
<td>18-22 May 2020</td>
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<td>13-17 July 2020</td>
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<td>29 September – 2 October 2020</td>
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<td>23-27 November 2020</td>
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Entrance criteria

1. Academic transcripts
   This is a complete list of all subjects taken for your degree (including any failed courses) and the results you achieved. Submit a certified copy of all your university academic transcripts.

2. ID/Passport copy
3. Application essay 1
   The first application essay is your opportunity to present a clear picture of yourself, your career goals and your aspirations. It will provide the selection committee with information about your motivation, maturity, interests, abilities and written communication skills. Please type the essays and do not use point form. Ensure that you prepare your application essay well in advance of submitting your online application.

   Essay One
   Provide a full description of your personal profile, outlining strengths and weaknesses, aspirations, goals, values, major achievements etc. Please include the evolution of your career to date. How do you see your career progressing over the next 5 to 10 years?
   Word limit: 500 words

   Essay Two
   Ethical leadership is “the demonstration of normatively appropriate conduct through personal actions and interpersonal relationships, and the promotion of such conduct to followers through two-way communication, reinforcement, and decision-making” (Brown, Trevino & Harrison, 2005, p. 120).
   Drawing on scholarly literature to support your argument, discuss this quote with reference to one prominent African leader.
   Word limit: 500 words

4. Application essay 2
   The second application essay is an opportunity to demonstrate your ability to construct an academic argument by drawing on good quality academic literature.

   Please note: all documentation must be certified and submitted in PDF format.

5. Degree certificate(s)
   Please submit certified copies of your degree certificates.

6. Proof of payment (application fee)
   Pay the non-refundable application fee of R3 300.
   If you cannot write the GIBS entrance test on one of the on-campus testing dates, you can arrange to do the testing privately in person or via Skype. In these cases, the application fee increases to R5 800.
   Only electronic payments will be accepted into the following bank account:
   Standard Bank of South Africa
   Current account
   Account Name: GIBS
   Account Number: 421018011
   Branch Code (Sandton): 019205
   Reference: ID or Passport number (add extra 0s to make 13 digits long)
   Please note: your proof of payment should be attached to your application form.

7. Entrance test results
   Applicants can choose to write either the GIBS entrance test OR the Graduate Management Admission Test (GMAT). The GIBS entrance test dates are listed on the website (www.gibs.co.za/dp). If you can’t write on any of the listed dates, you can arrange to do the testing privately in person or via Skype. Note that the application fee increases to R5 800 if you test privately.
   If you have a GIBS entrance test or GMAT result from testing done within the last 5 years (since 2015), you may submit these results to support your application; you would not be required to repeat the tests.

8. Letters of reference
   We require two reference letters to accompany your application. The letters should be completed via the link provided during the application process, and should attest to your suitability as a doctoral candidate.

9. SAQA evaluation certificate
   (only for applicants with qualifications from a non-South African university)
   Applicants whose degrees were obtained from a non-South African university must have their qualification evaluated by the South African Qualifications Authority (www.saqa.org.za). This process can take a month to complete. The certificate must be submitted with your application.

   GIBS is committed to welcoming and assisting international students. International students share a substantial background of international work, travel and education experience that enriches and complements the global nature of the Doctoral Programme. International students are required to submit copies of their study and work permits. Students from non-English speaking countries must demonstrate their English language through the learning proficiencies testing done through the ADS office.

10. Study permits
Applications for the GIBS Doctoral Programme open on 1 July 2019 and close on 16 October 2019.

**Step 1. Meet the admission criteria**

**Step 2. Apply online at gibs.co.za/dp**

**Step 3. Pay the application fee**

The non-refundable application fee is R 3 300. Only EFT will be accepted.

**Please note:** Proof of payment needs to be in a PDF format and submitted as part of the online application.

**Step 4. Write the GIBS entrance test**

Once the application form has been submitted, the Doctoral Admissions Office will send you the test booking dates and reference forms which are to be completed by the referees and submitted to the Doctoral Admissions Office.

**Step 5. Decision and feedback**

Once the test results are available and reference forms have been submitted to the Doctoral Admissions Office, the application will be reviewed by the Doctoral Selection Committee. The Doctoral Admissions Office will notify you of the outcome provided there is no outstanding documentation.

**Please note:** Only online electronic applications will be considered. Emailed, faxed or posted applications will not be accepted.
For more information please contact:

The Doctoral Programme Office
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Website gibs.co.za/dp

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.

GIBS, close to business.