



General Management Programme

Future proof your career and transition into a strategic general management role and learn the skills to flourish in a volatile, changing environment.

July - November 2021

TRAVEL TO GERMANY ON A GLOBAL LEARNING IMMERSION.

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

Hamburg, Germany



- Master cross-functional leadership skills.
- Create and inspire high-performing teams.
- Think more strategically.
- Gain a richer understanding of global business.

General managers are the cornerstone of any successful business and therefore need to be sufficiently equipped to not only direct and coordinate activities of various departments and business units, but also lead organisations to higher levels of performance. Increasingly, executives who are promoted to general management roles are often experts from specialised areas of business and therefore lack the integrative skills to design, apply and cascade the company strategy across all departments and management levels, whilst motivating personnel to ensure success. Characteristics of an exceptional general manager include the ability to think more strategically and innovatively and respond more timeously to a volatile economic environment, while still planning for future success.

Whether they succeed will depend on their ability to think strategically and apply their leadership skills to create high-performing teams and organisations.

The General Management Programme (GMP) is a six-month, personalised and invigorating journey of self-discovery and growth that is designed to equip senior managers with the tools and confidence to succeed.

Is this the right programme for you?

The programme is designed for senior managers with functional expertise who are moving from leading a business unit or function to a general management role where they are managing a more complex business entity across its entirety. It is also aimed at general managers who have already made the transition over the past one to two years and would like to improve their performance. Applications are **subject to approval** by the admissions committee.

Critical learning components of the GMP

Classroom sessions facilitated by leading faculty

Senior GIBS faculty and leading industry practitioners and experts will share best practice in the critical functions of business. Using a variety of learning methods for delivery, the faculty will help you improve your critical thinking and decision-making skills and assist you to seamlessly integrate multiple facets of business into a coherent cross-functioning operation.

Intensive group & individual executive coaching

Changing and adapting leadership behaviours can be difficult. Experienced executive coaches on the GMP will work with you throughout the course to help you build on your strengths, and assist you with techniques to let go of the behaviours that inhibit your performance. Coaching is often cited as one of the highlights of this course, with participants commenting on the profound effect of this intervention in both their personal and business lives.

International travel to Germany

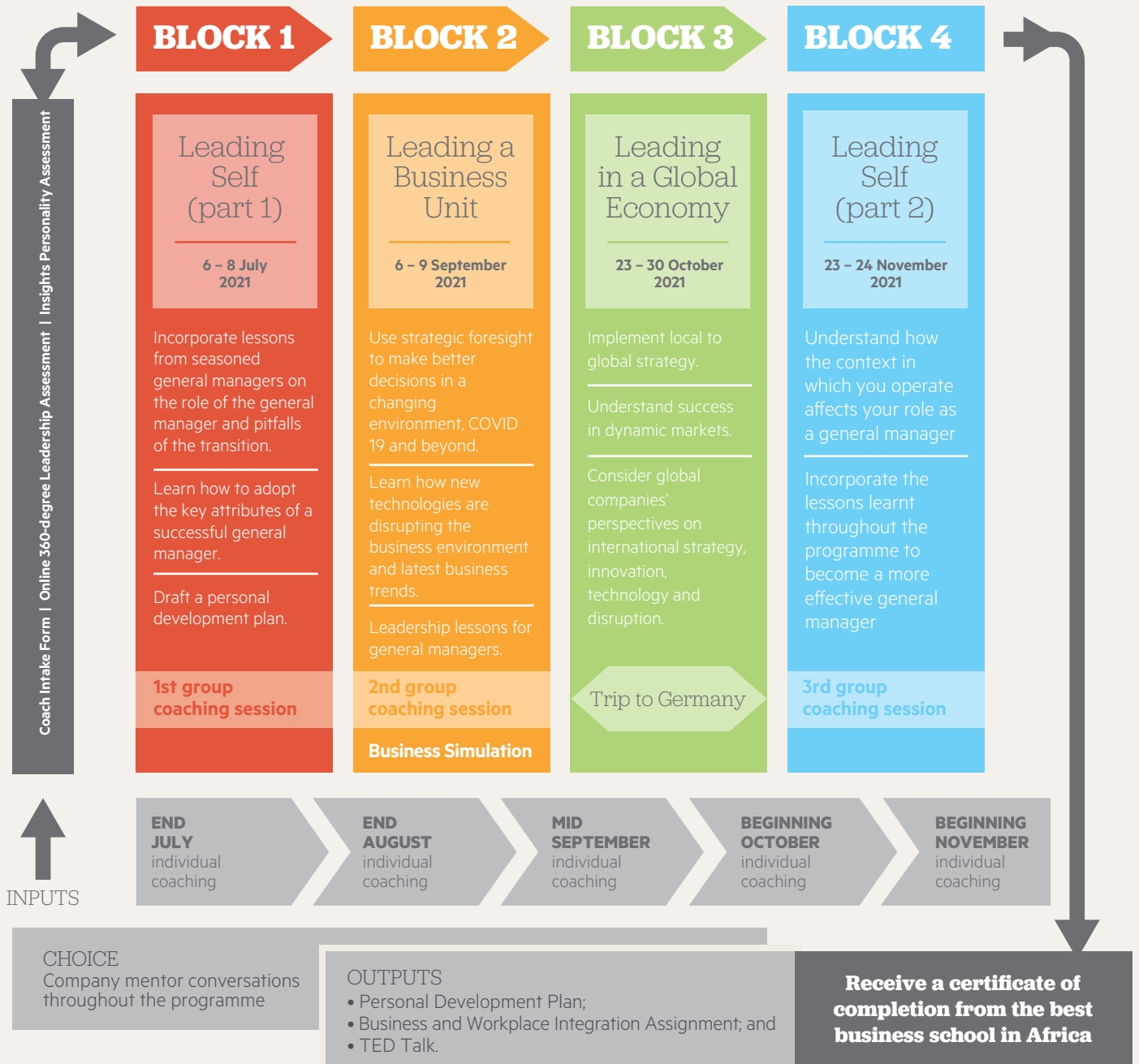
Why Germany? Germany is a vibrant country and has much to offer from a business and leisure perspective. Germany, the US and China are the three leading countries when it comes to exporting goods and Germany is the largest manufacturing economy in Europe. Germany is a tech hub with a flourishing start-up district located in Berlin, it is also renowned for its progress in the use of green technologies, science, research and engineering. It is the largest economy in Europe, it has modern industries and cities combined with a deep historical past. Visiting Germany will allow participants to learn from leading experts and agile start-ups while immersing themselves in a rich culture.

Participation in a leading business simulation

You will participate in an online simulation designed to test your knowledge of the critical components of business, and the integration of the functional areas which can either lead to the success or failure of a business. The simulation also promotes teamwork, and teaches you how to influence others for the success of your business.



GMP Programme Architecture



KEY FEATURES of the GMP

Exposure to world-class faculty during three on-campus modules;

Participation in leading online business simulation;

Travel to Germany (Hamburg and Berlin) during the international immersion;

Group & Individual Executive Coaching;

Exposure to the local business environment during township immersion; and

Apply your learnings in two written assignments.

Benefits to the organisation:

- Develop talent with the tools to lead in today's complexities and effectively solve business problems;
- Participants will form local and global connections;
- Participants will learn how to strategically navigate the changing business landscape to successfully steer the organisation into the future;
- Exposure to latest business trends to help the organisation remain relevant and innovative; and
- Give your GM's or future GM's an opportunity to confidently transition into this role.



COURSE INFO



FACULTY: Lead faculty who will be directly involved with the programme include:*

Professor Nick Binedell: Nick is the founding director of GIBS. His area of expertise is in the field of business strategy across the globe.

Professor Karl Hofmeyr: Karl is a full-time professor at GIBS. He has been a visiting Professor at the HEC business school in Paris and at the University of British Columbia in Canada. Karl's interests lie in organisational behaviour, leadership and transformation.

Anthony Wilson-Prangley: Anthony is a faculty member at GIBS. His professional interests include the study of democracy in countries in transition, social change in the contemporary era and active citizenship. He runs many of the experiential learning programmes at GIBS, especially those focused on the broader socio-economic and political environment of the country.

Abdullah Verachia: Abdullah has been recognised as a leading speaker, disruptor, strategist and thought leader on competitiveness and the interplay between strategy and disruptive innovation. He is the CEO of The Strategists – a strategy consulting firm that helps governments and corporates to craft competitive future strategies.

Laura Malan: Laura is a highly respected executive coach, facilitator, lecturer, strategic consultant, intervention designer and programme director in the field of leadership and organisational development with over 20 years' experience. She has worked with public, private and civil society organisations operating across 7 continents in over 35 countries.

*Faculty subject to change



FEE: R168 000. The fee includes tuition, executive coaching sessions, instruction material, the business simulation, lunches and refreshments, travel to Germany (Hamburg and Berlin) and is VAT exempt. The fee excludes German visa and associated costs, and travel insurance for non-South Africans.



DURATION: Five months, including nine contact days at GIBS and another eight days of travel.



DATES: **Block 1:** 6 – 8 July 2021
Block 2: 6 – 9 September 2021
Block 3: 23 – 30 October 2021
Block 4: 23 – 24 November 2021

Cancellation policy: Notification of cancellation must be sent in writing via e-mail to the programme manager. Delegates who cancel four weeks or less prior to programme commencement, will be liable for the full fee. Delegates who do not arrive for the programme or who cancel attendance once the programme has commenced, will be liable for the fees in full.

“The GMP has certainly augmented my leadership skills and has further enabled me to have a far better understanding of the multi-facets of being a general manager in today's fast-changing and complex world. I look forward to implementing the learnings and insights acquired during the GMP and to further translate them into tangible and satisfactory business results, as I continue further in my leadership journey.

AGNALDO LAICE, GENERAL MANAGER – KENYA, DHL GLOBAL FORWARDING

“The course allowed me to engage with people who experience the everyday challenges of being a general manager or those in a senior / executive role. I better understand how they deal with difficult decisions and what to consider before making important strategic conclusions.

What stood out for me was the people management element, how to motivate and encourage staff and the skills a leader must refine in order to build a long-lasting trusted relationship with staff.

My biggest learning was the emphasis that five pillars must be evident in any business to be successful: People, systems, processes, products and customers.

ADOLF VAN NIEKERK, HEAD: VIRTUAL ENGAGEMENT AND DIRECT DELIVERY SERVICE – ADVICE, BARCLAYS WEALTH INVESTMENT MANAGEMENT AND INSURANCE

Why GIBS?



First choice of graduates
Financial Mail 2020



Best reputation among employers
Financial Mail 2020



Ranked #1 in Africa for Executive Education
UK Financial Times 2020



Internationally Accredited
AMBA (UK) and AACSB (USA)



CLICK HERE TO REGISTER ONLINE



For enquiries call Mathabo Khoadi at **+27 (0)11 771 4159** or email khoadim@gibs.co.za



For more information and an online application form, please visit www.gibs.co.za/gmp

GIBS, close to business.



This programme can also be offered in-house for your organisation. Enquire about our Study & Stay packages at our on-site Illovo Hotel.



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About GIBS

Founded in 2000, the University of Pretoria's Gordon Institute of Business Science (GIBS) is an internationally accredited business school, based in Johannesburg, South Africa's economic hub.

As the business school for business, we focus on general management and aim to significantly improve responsible individual and organisational productivity and performance, in South Africa and in our broader African environment, through high quality business and management education. In May 2020, 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. This is the 17th year running that GIBS has been ranked among the top business schools worldwide. As one of the leading business schools in South Africa and Africa, we inspire exceptional performance.

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).

For more information, visit www.gibs.co.za

GIBS Business School

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