



Sharpen your leadership
and management skills.

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

PMD
**PROGRAMME FOR
MANAGEMENT DEVELOPMENT**

“

The GIBS PMD helped me to gain a better understanding of the functioning of business systems, which in turn gave me greater confidence and skill to tackle business problems, and interact productively with senior management.

”

David Nightingale
PMD Alumni 2015

- 1 Dean's message
- 2 Why GIBS
- 3 Why the PMD
- 4 PMD Modules
- 5 PMD Formats

- 6 Do I meet the entrance requirements?
- 7 Fee structure
- 8 Next steps

DEAN'S MESSAGE

Professor Nicola Kleyn
Dean, Gordon Institute of Business Science

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.



WHY 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 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 May 2018, 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 15th year running that GIBS has been ranked among the top business schools worldwide. In October 2017 the GIBS MBA was ranked among the top 100 business schools globally in the prestigious *Financial Times* Executive MBA Rankings. GIBS is the only business school in Africa to appear in this ranking.

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

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.

The objectives of the PMD are:

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.

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 nontraditional 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;

WHY PMD

- 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.

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.

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.

PMD modules 2020

People and Performance Management

The Business Environment

Effective Execution

Business Finance for Managers

Essential Communication Tools

Managing the Art of 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 two intakes of the GIBS PMD in 2020 and delegates can choose the programme structure that suits them best.

PMD FORMATS



PMD 57

MODULAR

One module per month from February to November 2020.



PMD 58

EVENING

One module per month on Tuesday and Thursday evenings and Saturdays from March to December 2020.



DAY

08:30 - 17:00

EVENING

18:00 - 21:30

Dinner will be served from 17:00 - 18:00.

WEEKEND

08:30 - 17:00

EXAMS

Additional time will be given depending on the length of the case study.

Saturdays

Modular 08:30 - 10:30

Evening 13:30 - 15:30

Do I meet the entrance requirements?

ENTRANCE REQUIREMENTS

Applications for the GIBS PMD open on 1 September 2019. Please view our website for the Application closing date.

Who should apply?

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.

Requirements for your application:

- Personal contact information;
- Copy of your South African ID;
- Copy of your Matric Senior Certificate;
- Outline of your career history; and
- Financing method.

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

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.

FEE STRUCTURE

Application fee (non-refundable, payable upon submission of your application)	R 1 650
Registration fee (deposit paid upon acceptance, offset against total tuition below)	R 18 500
Total tuition fees for the programme	R 74 000

Important note

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.



Your future is waiting. Are you ready to take the next steps?

NEXT STEPS

Step 1. Meet the admission criteria

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

Step 3. Pay the application fee

Pay the non-refundable application fee of R1 650. 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.

Step 4. Write the entrance test

Once the application form has been submitted, the PMD Admissions Team will send you the test booking dates.

Step 5. Decision and feedback

Once the test results are available, the application is now ready to be reviewed by the Admissions Committee. The PMD Admissions Team 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. 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.

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



GET IN CONTACT

For more information please contact:

The Admissions Office
Gordon Institute of Business Science
PO Box 787602, Sandton, South Africa, 2146

Landline +27 (0)11 771 4000

Fax 0866 380 946

Email pmd@gibs.co.za

Website gibs.co.za/pmd

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.