

# GIBS Offerings



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

Globally  
accredited,  
proudly  
African

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# Academic Programmes

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**DBA/PhD** | NQF LEVEL 10**Contributing to business thought-leadership in Africa**

The doctorate is an ideal opportunity for senior professionals who are dedicated to contributing to the knowledge-base from which decisions are made. As a scholar, they can play their part in shaping the future of business on the continent and in the dynamic global context.

GIBS offers two options for the doctoral degree: a PhD or DBA. DBA and PhD students follow the exact same teaching and learning programme, and the requirements for the awarding of the degree are the same. Both degrees expect the student to contribute to both knowledge and practice, but in the case of the DBA, the practical contribution is prioritised, and for the PhD the theoretical contribution is the focal point.

**OUTCOMES**

The Doctoral Programme aims to help scholars find solutions to real-life challenges businesses and leaders face by using a combination of in-depth research and practical application, underpinned by academic rigour and critical thinking. As an outcome, the successful scholar will be equipped to create scientifically grounded knowledge and contribute to positive business results through intellectual leadership.

**DURATION**

4 years (*NB this is an estimated timeframe as it will be dependent on your research submissions and supervisory sessions*)

**DELIVERY MODE**

Blended  
(on-campus and online)

**CONTACT**

+27 (0)11 771 4135  
admissions@gibs.co.za



[www.gibs.co.za/dba](http://www.gibs.co.za/dba)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



**MPhil** | NQF LEVEL 9

With specialisation in Leading New Economies

## Be a change catalyst and navigate through large-scale transformational shifts

The MPhil in Leading New Economies is a blended, multi-disciplinary master's degree for business professionals who hold responsibility for leading or supporting their organisations to anticipate and respond to strategically important macro-environmental shifts like climate and social sustainability, artificial intelligence and geopolitical transitions.

**OUTCOMES**

- > Identifying and understanding large scale transformational shifts;
- > Developing the personal capabilities required to effectively respond to these changes;
- > Working with stakeholders to collectively explore the shared impact of complex shifts;
- > Supporting organisations to adapt their decisions and behaviours in ways that support shared future prosperity.

**DURATION**

18 months

**DELIVERY MODE**

Blended

**CONTACT**

+27 (0)11 771 4000  
admissions@gibs.co.za



[www.gibs.co.za/mlne](http://www.gibs.co.za/mlne)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



**MPhil** | NQF LEVEL 9

## With specialisation in Corporate Strategy

**Become a specialist in business strategy.**

The MPhil Corporate Strategy is a specialised, academically rigorous postgraduate master's degree that will enable you to transform from a traditional business manager into a specialist in the complexities of designing, implementing, and adapting corporate strategy. You will be able to conduct advanced research into corporate strategy formulation and skills, making you an expert in your area of research and may articulate to a PhD.

**OUTCOMES**

- > Be at the leading edge of knowledge about the various phases of corporate strategy and how they relate to all the core functions of an organisation.
- > Understand how organisations need to react timeously to rapidly changing business environments, digital disruption and fast-changing business models.
- > Develop insights that will make you a more effective leader at a senior and executive level.

**DURATION**

2 years

**DELIVERY MODE**

On-campus

**CONTACT**

+27 (0)11 771 4135  
admissions@gibs.co.za


[www.gibs.co.za/mcs](http://www.gibs.co.za/mcs)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



**MPhil** | NQF LEVEL 9

## With specialisation in Change Leadership

**Embrace change; lead change.**

The MPhil Change Leadership brings together organisation-oriented effective change leadership content with a deep focus on personal competencies. This master's degree will focus on change leaders involved in the future world of work and the intricacies of organisational leadership for sustainability. This is a research-intensive course focusing on effective change leadership and may articulate into a PhD.

**OUTCOMES**

- > Develop senior change leaders, who are human-centric and able to drive change in a wide range of organisations and a variety of situations through adaptive leadership skills and capabilities.
- > Introduce you to advanced research while sharpening your skills to approach organisational change from two perspectives, namely commercial and social.
- > Understand the tactics and tools required to create sustainable change at all levels.
- > Develop a deep understanding of management and organisational change to encourage responsible and sustainable business.

**DURATION**

2 years

**DELIVERY MODE**

On-campus

**CONTACT**

+27 (0)11 771 4135  
admissions@gibs.co.za


[www.gibs.co.za/mcl](http://www.gibs.co.za/mcl)

Please visit the website to view the latest programme cost and dates as these details are subject to change.





**MPhil** | NQF LEVEL 9

With specialisation in Evidence-Based Management

## Explore the research-practice gap.

The aim of this master's programme is to equip students to systematically engage with evidence and prior knowledge in order to explore the research-practice gap. This aim is aligned with the mission of GIBS, which is to improve individual and organisational performance within the continent through high-quality business and management education. This is a research-intensive course that focuses on closing the Research-Practice gap and can articulate into a PhD.



### OUTCOMES

- Equip student with advanced research skills in the field of management and business.
- Enable scholars to identify, critically assess and interpret a business problem and, using an evidence-based approach.
- Improve the quality of managerial decision-making.
- Prepare for your PhD journey.



### DURATION

2 years



### DELIVERY MODE

On-campus



### CONTACT

+27 (0)11 771 4135  
admissions@gibs.co.za



[www.gibs.co.za/MPhil-EBM](http://www.gibs.co.za/MPhil-EBM)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



## PGDip/MBA | PGDIP NQF LEVEL 8, MBA NQF LEVEL 9

**Study your PGDIP/MBA with a focus on General Management, Entrepreneurship, Consulting, Manufacturing, Healthcare, Climate, Digital or Humane Leadership.**

The PGDip covers the fundamentals of general management principles which is considered the start of your MBA journey. A 60% average is required in the PGDip in order to proceed onto the MBA. The MBA programme is focused on providing a broad view to business and its role in society. This qualification is attractive and unique, as it resonates with individuals who are self-driven, highly motivated, and entrepreneurial-minded. This programme is aimed at managers who are experts in specific functional areas of business and wish to move into a leadership role that requires general management.



### OUTCOMES

- Enable scholars to develop their skills and business acumen to assume a general management role.
- To better lead a team, division or entire organisation in South Africa and abroad.
- Help students become well-rounded and effective managers by exploring the dimensions of strategy, the business environment, functional areas of business and decision making techniques, leadership, business integration and global management.
- Build your network.
- Enable you to start your own business.



### DURATION

2 years (Total journey of both programmes)



### DELIVERY MODE

On-campus



### CONTACT

+27 (0)11 771 4135  
admissions@gibs.co.za



[www.gibs.co.za/mba](http://www.gibs.co.za/mba)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



**PDBA** | NQF LEVEL 8

## Part Time

**Prime your career.**

The GIBS Part-time Postgraduate Diploma in Business Administration (PT PDBA) is aimed at fast-tracking high potential graduates in the early stages of their management careers into the world of business. By combining a broad understanding of business concepts, practical applications and immediate transfer of learning to the work environment, part-time diploma students are at an advantage in any business environment. This qualification covers the same fundamental business principles as the GIBS Postgraduate Diploma in General Management (PGDip GM) which is part of the journey towards an MBA.

**OUTCOMES**

- Enable scholars to develop their skills and business acumen to assume a general management role.
- To better lead a team, division or entire organisation in South Africa and abroad.
- Help students become well-rounded and effective managers by exploring the dimensions of strategy, the business environment, functional areas of business and decision making techniques, leadership, business integration and global management.
- Build your network.
- Aligned to the PGDip outcomes which will allow for entry into the MBA.

**DURATION**

1 year

**DELIVERY MODE**

On-campus or Online

**CONTACT**

+27 (0)11 771 4135  
admissions@gibs.co.za


[www.gibs.co.za/pdba](http://www.gibs.co.za/pdba)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



**PDBA** | NQF LEVEL 8

## Full-time

**Prime your career.**

The GIBS Full-time Postgraduate Diploma in Business Administration (PDBA), is designed for recent graduates to develop business knowledge and acumen, in order to accelerate their access to the workplace. Our aim is to prime recent graduates without experience for the world of work in order to become professional, responsible, innovative, self-managing leaders.

**OUTCOMES**

- > Develop fundamental business knowledge and skills that you will be able to apply in a number of settings.
- > Apply learnings gained from classroom interactions, in a meaningful and sustained way, during a workplace internship.
- > Solve a variety of management challenges through the completion of an ongoing business project.
- > Attend over 12 carefully selected career workshops specifically designed to prime/prepare you for the world of work.
- > Complete a consulting project with a real business that needs real solutions.
- > Develop personal and professional skills.
- > Have the opportunity to work under ongoing pressure in a simulated professional business environment.

**DURATION**

1 year

**DELIVERY MODE**

On-campus

**CONTACT**

+27 (0)11 771 4135  
admissions@gibs.co.za


[www.gibs.co.za/fulltimepdba](http://www.gibs.co.za/fulltimepdba)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



## Advanced Diploma | NQF LEVEL 7

### Level up.

The purpose of the Advanced Diploma in General Management is to formalise manager's existing experience, as well as accelerate their ability to contribute to their teams and businesses by increasing their business knowledge and acumen. This NQF 7 qualification is for potential or current managers looking to take their personal and professional journey to the next level.

The programme is aimed at individuals who hold an NQF 6 qualification and are seeking to progress in their career by deepening their understanding of business and improving their general management capability.



#### OUTCOMES

- > Develop strategic perspectives and understanding role of a manager in strategic planning.
- > Develop leadership & management practices for the future.
- > Communicate effectively and with impact with your team and stakeholders.
- > Develop critical thinking & applied problem solving.
- > Cultivate business efficiency & effectiveness within the organisation.
- > Create future shared value.
- > Action learning in your workplace and applying advance research skills.



#### DURATION

1 year



#### DELIVERY MODE

On-campus or Online



#### CONTACT

+27 (0)11 771 4135  
admissions@gibs.co.za



[www.gibs.co.za/advdp](http://www.gibs.co.za/advdp)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



**PMD** | CERTIFICATE ONLY**Enhance your business knowledge and management skills.**

Gain the management skills you need to match and enhance your managerial experience – and to take your career to the next level. The GIBS PMD is ideal for current managers in the private, public and non-government sectors who are seeking for practical tools of application. This programme delivers an innovative, stimulating and broad learning experience in the form of an intense ten-month management course.

**OUTCOMES**

- > To appreciate and use the broad vocabulary and concepts of business.
- > To develop leadership and management skills for traditional and non-traditional approaches to the role of the manager.
- > To work *with* and *through* your people as individuals and teams.
- > To optimise your use of information and knowledge to sustain competitive advantage.
- > To unlock your own creativity in the process of growing organisations, teams and individuals.
- > To understand the interaction and inter-play between the various functions of an organisation.
- > To help accelerate the rate of change in your organisation as it affects individuals, teams, and the group as a whole.
- > To understand current and emerging methods for evaluating organisational performance.
- > To evolve your perceptions of how organisations develop and deliver products and services.
- > To better understand the current and future global economic and social environments, with a special emphasis on the new economy.

**DURATION**

10 months

**DELIVERY MODE**

On-campus or online

**CONTACT**

+27 (0)11 771 4293 / 291  
pmd@gibs.co.za


[www.gibs.co.za/pmd](http://www.gibs.co.za/pmd)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Corporate Education

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Short courses can be delivered in-house for your organisation at your premises or ours, on your preferred dates.

# General Management Plan (GMP)

## Includes international travel.

This flagship international programme will give you the skills to flourish in a volatile environment, help you to transition into a strategic general management role, and future-proof your career.

An invigorating six-month programme designed to equip senior managers who are transitioning or have transitioned into general management. The popular GMP is unique because of five key factors: the pedigree of your peers, the pedigree of your lecturers; our focus on intensive coaching; teamwork; and the international immersion in Singapore.

The characteristics of an exceptional general manager include the ability to think more strategically and innovatively, respond more timeously to a turbulent economic environment, and still plan for future success. This is a personalised journey of discovery and growth, known for equipping senior managers with the tools and confidence to be exceptional.



### OUTCOMES

- > Master cross-functional leadership skills.
- > Develop the ability to think more strategically.
- > Build a richer understanding of global business.
- > Grow in knowledge and experience and challenge your existing notions.
- > Formulate strategies for success.



### DELIVERY MODE

On-campus



### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/gmp](http://www.gibs.co.za/gmp)

Please visit the website to view the latest programme cost and dates as these details are subject to change.





# Global Executive Development Programme (GEDP)

**Includes international travel.**

Futureproof yourself as a leader in a disruptive global market on this high-level strategic leadership programme.

Leading and managing in the rapidly evolving, discontinuous and disruptive global environment requires leaders that have the skills and agility to operate in uncertainty. This compels senior leaders to acquire relevant skills to explore new ways to drive growth and competitiveness of organisations. The GEDP aims to build future-fit, responsible leaders who can take their organisations to higher levels of growth and success in a globalised economy.



## OUTCOMES

- Critically consider future competitive robust strategies to enable your organisation to compete sustainably.
- Be sensitised to potential disruption and seek contextually relevant innovations for your organisations.
- Solve complex organisational problems and improve your critical thinking abilities by asking the right questions, making decisions when factors are uncertain and collating information from diverse sources.
- Be exposed to opportunities for personal benchmarking, interaction and networking with executives in South Africa and globally.
- Analyse the current variables competing impacting economies and differing business environments.
- Qualify for a certificate of completion at GIBS, the leading business school in Africa.



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/gedp](http://www.gibs.co.za/gedp)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# GIBS-Harvard Senior Executive Program Africa

**Includes international travel.**

Better equip yourself as an Africa-based leader with cutting edge leadership, strategy and innovation skills applicable across Africa and beyond.

African countries face a distinct set of social, economic, and political conditions that create unique business challenges—along with exciting opportunities. To gain a competitive advantage, businesses across the continent need exceptional, confident leaders. This program prepares you to expand your leadership skills as well as your knowledge of local, regional, and global markets. By improving your ability to design and execute winning strategies, deliver innovative offerings, nurture high-performance teams, and navigate rapid change, you will be ready to help your company drive growth in Africa's dynamic markets.

*Harvard Business School (HBS) offers this program in partnership with the Gordon Institute of Business Science (GIBS) of the University of Pretoria in South Africa.*



## OUTCOMES

- Design an effective strategy for business growth in an African context—within your country or across borders.
- Differentiate your offerings and deliver more value to customers.
- Implement changes that align your organization for optimal execution.
- Improve your organization's ability to innovate.
- Build a sustainable, accountable organization with greater transparency and stronger governance.
- Develop enduring bonds with accomplished peers from across the African continent.



## DELIVERY MODE

Blended -  
in Africa & HBS Campus



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/HarvardSEPA](http://www.gibs.co.za/HarvardSEPA)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Leading Women

**Develop powerful, effective, and authentic leadership in women at senior management level.**

This comprehensive six-month programme is about creating opportunities for women who are already leaders in their current spheres of influence. Empowered with the realities of what it means to lead with significance and action, you will help to build the gender-neutral playing field that is so critical to a volatile and uncertain world.

Coaching is a key focus area on the programme. This powerful and proven means of leveraging capability and optimising performance is used very effectively in leadership and management development; either alone or in combination with classroom teaching and experiential processes.



## OUTCOMES

- Analyse global, continental and local trends and strategies in leading women in business.
- Understand the intricacies and simultaneity of the dynamics at play, such as race, class, age, ethnicity, sexual identity, and being differently abled.
- Engage on the opportunities and threats faced by senior women in the corporate world.
- Determine your own style of leadership through case studies and interactions with senior businesswomen from South Africa and Africa.



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/leadingwomen](http://www.gibs.co.za/leadingwomen)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Nexus Leadership Programme

**Change yourself forever with this globally recognised leadership programme.**

This programme makes participants more aware, adaptable, and skilful at collaborating. Recognised as one of 35 international offerings that “demonstrate the unique ways in which business schools globally embrace an innovative mindset” (Association to Advance Collegiate Schools of Business), Nexus transforms the way participants exist by engaging in both the outer work of seeing and changing systems and the inner work of changing the self. The eight-month programme relies on participatory learning, experiential immersion, and reflective practice.



## OUTCOMES

- Cultivate a growth mindset by building and reinforcing a mindset focused on continuous learning and development.
- Enhance your personal mastery by developing a deeper understanding of yourself, fostering a sense of control, and improving the ability to take effective action.
- Promote collaborative thinking by strengthening your capacity to recognise interconnections, move beyond isolated perspectives, and foster cooperation among diverse stakeholders.



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/nexus](http://www.gibs.co.za/nexus)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Social Entrepreneurship Programme

## Build and run an effective social enterprise.

By blending world-class business expertise with the complexities of social change, this programme is aimed at those wanting to make a difference. There are three training blocks across the main themes of: creating change; sustaining change and scaling change. Each module includes theory in the form of reading and lectures, context in the form of case studies and guest speakers, as well as online self-study to develop practical skills and techniques.



### OUTCOMES

- Develop insights into the complex challenges of social change, financial sustainability and innovation.
- Build a deeper understanding of strategy, governance and leadership.
- Hone your knowledge of marketing, finance, operations and HR management.
- Develop practical skills and gain access to useful tool-kits for building and running a social enterprise.
- Enhance your ability to solve problems and implement long-lasting solutions.



### DELIVERY MODE

On-campus



### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/sep](http://www.gibs.co.za/sep)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Executive Programme in Media Leadership

## Strengthening Media Leaders in Africa.

This six-month programme is designed to equip participants with the essential leadership skills necessary to transform and sustain their media organisation.

The purpose is to empower leaders in the media industry to navigate challenges, develop strategies for sustainability and innovation, and foster equitable team leadership, all aimed at collectively advancing a sustainable future for the industry.



### OUTCOMES

- Gain key competencies to drive transformation and sustain the News & Media Industry.
- Develop essential management skills to navigate challenges and lead change in this industry.
- Engage in experiences that challenge thinking, build adaptability, and expand perspectives.
- Develop valuable social capital by cultivating a strong network to foster collaboration.



### DELIVERY MODE

Blended



### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/execmedia](http://www.gibs.co.za/execmedia)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# The Next CMO

A groundbreaking global programme that brings the world of business and marketing together.

**Includes international travel.**  
**Offered in partnership with LaLiga Business School.**

An innovative global programme that integrates cutting-edge global marketing strategies with GIBS's academic excellence, offering unparalleled learning experience at the crossroads of branding, business strategy, and consumer engagement. Designed for business leaders, this programme equips executives with the tools to drive marketing-led business growth, leverage digital innovation, and create customer-centric strategies in an evolving global landscape.



## OUTCOMES

- > **Capstone Strategy Project:** Develop a market-driven growth strategy to drive business transformation, leveraging global best practices and real-world insights.
- > **Global Immersion:** Engage with business leaders and marketing experts in South Africa and Spain, learning from realworld success stories.
- > Strategic agility for competitive advantage
- > The future of branding and consumer engagement



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4000  
 execed@gibs.co.za



[www.gibs.co.za/LALIGA](http://www.gibs.co.za/LALIGA)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



## International Immersions

**Transform your leadership journey through global insights, cutting-edge strategies, and sustainable growth.**

### Travel to Chile or Singapore

These immersive programmes are specifically designed to explore new markets, innovations, and global best practices. Our immersive learning programs offer participants a transformative journey through distinct themes providing unique insights and opportunities. Through this comprehensive and immersive programme, participants will engage in hands-on experiences, gain industry insights, and develop cultural and technological understanding without time spent in the classroom. The aim is to learn from global best practices implemented by practitioners, with little to no theory. This desire stems from executives either not having time to attend class or having completed either academic or non-academic programmes leading them to favour practical experience.



#### OUTCOMES

- Apply global best practices to enhance your organisation's competitive edge.
- Integrate innovation and sustainability into core business strategies.
- Identify and seize new market opportunities through customer-centric approaches.
- Leverage insights from startups and industry leaders to spark innovation.
- Foster relationships with fellow business leaders, building international networks.



#### DELIVERY MODE

On-campus



#### CONTACT

+27 (0)11 771 4257  
execed@gibs.co.za



[www.gibs.co.za/immersions](http://www.gibs.co.za/immersions)

Please visit the website to view the latest programme cost and dates as these details are subject to change.





# Board Leadership Programme

**Navigating boardroom dynamics and clearly understanding the role each board member plays is vital to the success and effectiveness of a board.**

This programme is for directors and company secretaries who want to gain the latest thinking on board leadership, and the necessary procedural and process skills in the increasingly difficult area of boardroom interaction, leadership, and decision-making. The focus is on learning the technical aspects with faculty using appropriate case studies. The process aspect is driven by current board members who candidly share their experiences and knowledge.



## OUTCOMES

- Gain insight into King IV TM, the Companies Act (2008) and the Consumer Protection Act 2011.
- Understand the changing expectations of directors and the personal consequences thereof.
- Compile appropriate documentation for board consideration;
- Understand the impact of global regulatory standards on company results.
- Unpack corporate governance and ethics in business.
- Manage the role of the board as change agent and strategic planner.



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/board](http://www.gibs.co.za/board)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



## Managing for Results

**Make the powerful personal and professional transition needed to evolve from managing yourself to effectively managing others – especially in times of managing in the ‘new normal.’**

This action-orientated, experiential and transformative course is ideal for new managers and managers wanting to optimise their performance. It gives you the unique opportunity to see how subordinates and superiors see you and your performance, and to get feedback.

You will learn from your peers, coach, and accountability partner; craft your own Personal Development Plan and leadership style; and develop the skills required to execute the responsibilities of a first-line management position in a complex and unpredictable business environment.



### OUTCOMES

- Meet all of the expectations of first-line managers in times of uncertainty.
- Recognise deepened self-awareness and self-insight, gained through feedback.
- Use your Personal Development Plan to meet the demands of excellence.
- Identify your own strengths and areas for development.
- Leverage a greatly enhanced professional network.



### DELIVERY MODE

Online and On-campus



### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/mfr](http://www.gibs.co.za/mfr)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Managing Managers for Results

**As you transition to managing managers or business units, learn to elevate to more complex leadership, build high-performance teams and executing change and strategy more effectively.**

This high-impact short programme gives you the keys to transition to your next level of leadership – not only equipping you now but also building your management capacity to tackle ongoing change in the future.

You already have experience or training in management and, as your skills, values and focus evolve, it's important to empower your management team to take on their management role. This will give you the critical space you need to act strategically at planning and change in your own function, in both the medium and long-term.



## OUTCOMES

- > Understand the changing role of middle and senior managers.
- > Apply tips and tools for the impactful management of others and high-performance teams.
- > 360-degree feedback about your management skills, as well as the opportunity to engage with this feedback during small group coaching facilitated by our expert coach.
- > Immediately apply new learnings in a sustainable way.



## DELIVERY MODE

Online



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/mmr](http://www.gibs.co.za/mmr)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



## The Next Manager

**Prepare for your future management position, find your authentic voice, and build the calibre of organisational influence needed to unlock the greatness in individuals, teams, and organisations.**

This personalised, application-based management course is ideal for high-performing individuals who are new to management or entering the management phase of their career development. It teaches all the leadership skills you need to manage those below and above you, by exploring personal mastery, emotional intelligence, and up-to-the-minute techniques in leadership development. There are various learning approaches, like guided conversations, audio-visual resources, self-reflection exercises, and plenary sessions.



### OUTCOMES

- Design strategies for improved relationships & effectiveness within your team and organisation.
- Deepen your understanding of different management styles and its impact on self and others.
- Develop skills in upward influence and dealing with senior stakeholders.
- Build leadership presence by strategically building your leadership brand and management philosophy.



### DELIVERY MODE

Online and On-campus



### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/next](http://www.gibs.co.za/next)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Women as Leaders

As a woman in leadership, this programme will give you the resources to develop yourself and those you lead within your industry and community. It blends theories of female leadership with real-world role models who are active agents in what they do. This helps to adequately upskill you as a 'Now Leader'; equipping you with the knowledge and leadership tools to meet all the opportunities you encounter successfully. Previous delegates have pointed to this programme as a catalyst for women's agency and as a launchpad for more inclusive workplaces and a more just society in general.



## OUTCOMES

- Successfully navigate the issues women face in the South African workplace.
- Understand social barriers and expectations related to women leadership - and how to leverage these.
- Strategise around implicit and explicit bias, including gender bias.
- Review your own female emotional intelligence and the competitive edge it gives you.
- Give and receive feedback in a way that drives productivity.
- Explore the ambiguity, contradictions, and complexity involved in women leadership.



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/women](http://www.gibs.co.za/women)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Leadership Acceleration Programme (LAP)

**Fast-tracking the development of high-performing individuals. Includes local immersion.**

This programme equips high performing individuals with the leadership and management tools necessary to advance their careers. You will emerge challenged, enthused and inspired by an experience designed to enhance your social intelligence and amplify your business acumen. You will be better equipped and have increased confidence to take on more responsibility in your future management and leadership positions.



## OUTCOMES

- Develop well rounded leaders with the acumen and social capital to impact the organisation positively.
- Strengthening the leadership pipeline through continuous development of talent.
- Create leaders with enhanced ability to apply critical thinking skills.



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/lap](http://www.gibs.co.za/lap)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Aspiring Women in Boards

**Effective boardroom participation designed for aspiring female board members and high-achieving C-Suite women executives.**

This programme provides aspiring women executives with a supportive environment to strengthen their leadership skills, focusing on challenges unique to women. It also helps them refine their abilities to make a greater impact in their roles.



## OUTCOMES

- Gain a clear understanding of how boards, committees, and executives collaborate to drive corporate success.
- Gain a better understanding of the boardroom subcultures.
- Build confidence to stay true to yourself.
- Obtain a greater understanding of boardroom competencies and competitive behaviours in the context of gender identities.
- Make strategic contributions to boardroom debates.



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/womenboard](http://www.gibs.co.za/womenboard)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Finance for Non-financial Managers

**Improve your understanding of the financial ramifications of your decisions.**

Employees with limited financial skills make daily decisions in business that often have a notable impact on the organisation's financial standing.

This programme is for those who want to improve their understanding of the financial ramifications of their decisions – whether these relate to an impact on the income statement, balance sheet or cash-flow statement. This interactive and practical programme helps delegates gain the necessary financial skills to 'lift the veil' surrounding financial data.



## OUTCOMES

- > Identify what causes and drives costs.
- > Gain insight into working capital management.
- > Apply key ratios and performance measures.
- > Understand growth, cash-flow and profitability considerations.
- > Calculate discounted cash-flow and capital costs.
- > Comprehend the principles of valuation and value creation from an economic perspective.



## DELIVERY MODE

On-campus or Online



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/fnfm](http://www.gibs.co.za/fnfm)

Please visit the website to view the latest programme cost and dates as these details are subject to change.





# Finance for Executives

## Empowering Executives with Financial Mastery for Sustainable Growth and Strategic Impact.

Finance for Executives examines the impact of corporate policies and operations on financial performance. Participants will learn how to interpret financial information to uncover the business realities behind the numbers. They will explore methods for appraising investment opportunities and gain insights into the financial consequences of strategic decisions.



### OUTCOMES

- > Value-Based Management
- > Green Finance
- > Corporate Financing and Valuation
- > Analysis of Investment Decisions
- > Financial Accounting and Analysis



### DELIVERY MODE

On-campus



### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/execfin](http://www.gibs.co.za/execfin)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Strategy, Innovation and Design Thinking

**Integrate design thinking and innovation to tackle strategic challenges, crafting responsive and competitive strategies for a disruptive world.**

This leadership-level course helps you to uncover new ways of driving growth and competitiveness in your organisation. You will be able to scan the landscape for external changes and, equipped with the latest tools and techniques for that context, respond optimally as a leader, manager, and participant. In a simulation-based learning environment, you will work on your own customer/client challenges; learning to respond in ways that accelerate innovation and entrench business relevance.



## OUTCOMES

- Understand the interplay between strategy, innovation, and design thinking.
- Tackle disruption and disintermediation in an array of sectors.
- Use strategy tools, experiential learning, and elements of design thinking to address specific challenges.
- Leverage frameworks for developing and managing strategy and innovation.



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/designthinking](http://www.gibs.co.za/designthinking)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Mastering the Art of Emerging Markets

## Leadership, execution, and strategic positioning in Township and Rural Economy.

The township economy serves a vital function by accessing new markets and the mainstream economy, learning about corporate supplier programmes, discovering the latest financial services via fintech, and exploring business solutions for informal market growth. This programme focus on on how corporates can gain access into the township economy.



### OUTCOMES

- > Access to new markets and the mainstream economy.
- > Learn about corporate supplier development programmes for township and rural economies.
- > Explore business solutions that they can implement to support their informal market growth.



### DELIVERY MODE

On-campus



### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/emergingmarkets](http://www.gibs.co.za/emergingmarkets)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Negotiation & Deal Making

Plan and manage complex negotiations more effectively.

This workshop-style programme emphasizes hands-on learning, with 70% of time dedicated to negotiation and feedback sessions. Real-life scenarios provide practical experience, with detailed feedback covering financial outcomes and behavioral aspects for improvement.

The negotiation concepts that are presented to you are implementable and serve to create value in your private and business lives. The programme enhances your repertoire of negotiation skills and knowledge and provides you with a negotiation common language that can be shared within your organisation and enhance alignment.



## OUTCOMES

- > Acquire the essential knowledge to constructively contribute to negotiating, and resolving deep-rooted conflict
- > Practical, and clear “negotiation language” that will clarify communication about your negotiation.



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4257  
execed@gibs.co.za



[www.gibs.co.za/negotiations](http://www.gibs.co.za/negotiations)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Employee Share Ownership Plans (ESOP) Playbook for South Africa

**Learn from best practices to set up ESOPs that drive value for your business and employees.**

This course provides an exploration of Employee Share Ownership Plans (ESOPs), focusing on best practices from South Africa and around the world. Employee ownership provides a strong opportunity to align shareholder and employee goals, enhance business performance, boost talent retention, and improve BBBEE scoring. Participants will learn the principles of ESOP design as well as the communication and management of ESOPs, which drive value for both employees and businesses.



## OUTCOMES

- > Design ESOPs that comply with BBBEE code provisions
- > Identify and mitigate risks associated with employee ownership
- > Apply insights on executive remuneration
- > Critical success factors for effective ESOP implementation



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4257  
execed@gibs.co.za



[www.gibs.co.za/esop](http://www.gibs.co.za/esop)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Green Kaizen: Sustainable Excellence Enablement

## Transforming Operations for Sustainability and Efficiency

The Green Kaizen course offers a transformative three-day workshop combining lean management and environmental sustainability. Participants will learn to apply Green Kaizen methodologies and approaches relating to reducing waste, TQM and enhancing efficiency, with a focus on environmental performance.

Designed for operational managers and sustainability professionals, it aims to foster continuous environmental improvement within organisations, leading to sustainable operational excellence.



### OUTCOMES

- Gain the tools and techniques to identify and eliminate waste, reduce costs, and improve resource efficiency in a sustainable manner.
- Learn how to integrate lean thinking with environmental sustainability to create a competitive advantage.
- Enhance their ability to measure and track environmental performance effectively.
- Expand their strategic thinking skills to address current and future sustainability challenges.



### DELIVERY MODE

On-campus



### CONTACT

+27 (0)11 771 4257  
execed@gibs.co.za



[www.gibs.co.za/greenkaizen](http://www.gibs.co.za/greenkaizen)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



## Online: Strategic Organisational Resilience

**Increase your own, and your organisations strategic resilience and preparedness for change and disruption in a rapidly evolving world.**

Strategic resilience entails taking a holistic approach to the entire organisation and actively experimenting with new possibilities. Enhance speed, responsiveness, and agility. Learn from disruption and bouncing forward to drive business performance.



### OUTCOMES

- > Plan ahead with confidence in a complex and uncertain environment.
- > Secure the future of your organisation despite the threat of disruptions.
- > Promote creativity and adaptation through the creation of a psychologically safe organisation.



### DELIVERY MODE

Online



### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/stratresilience](http://www.gibs.co.za/stratresilience)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Monitoring, Measuring, Reporting and Learning for Fundraising

Learn how to use MERL for compelling storytelling, fund raising and business sustainability.

Over two days, social entrepreneurs and non-profit organisations will learn the science of Measuring, Monitoring, Reporting and Learning (MERL) while integrating these skills with the art of storytelling in service of fund-raising and organisational sustainability.



## OUTCOMES

- > Improved ability to fund-raise and secure stakeholder support
- > 40 Tools and Templates for download and use in perpetuity
- > Respond to the Funding Cycle appropriately using your knowledge of the Psychology of Funding
- > Post programme coaching for three months



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4259  
execed@gibs.co.za



[www.gibs.co.za/merl](http://www.gibs.co.za/merl)

Please visit the website to view the latest programme cost and dates as these details are subject to change.





## Designing your Key Account Management Plan

**Key Account Management (KAM) is a hugely important development in business-to-business selling and relationship management. However, it does require re-thinking your approach to sales due to the evolving nature and challenges in today's sales environments and competitive markets.**

This online programme demonstrates how the practice of sales is changing in business-to-business markets. In this new world, salespeople have to become more strategic in their approach, more focused on helping customers improve their own performance, and better at building and sustaining strong, trust-based relationships with buying companies.



### OUTCOMES

- > Understand the current trends in procurement and sales.
- > Develop winning, customer centric value propositions.
- > Have a clear view on your customer portfolio and business.
- > Identify criteria to select key accounts.
- > Implement co-creation initiatives with your key accounts.
- > Learn how to influence your internal stakeholders to assist your key accounts.



### DELIVERY MODE

Online



### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/keyaccount](http://www.gibs.co.za/keyaccount)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Building Strategies in Public-Private Partnerships

Many African countries have weak balance sheets and unsustainable income statements, with half the countries in sub-Saharan Africa in, or at high risk of, debt crisis. This leaves them with little to spend on allimportant public services like energy, healthcare, education, and infrastructure.

One solution is Public- Private Partnerships (PPPs).

This programme is designed to introduce you to best-practice PPP strategies, models and frameworks and to help you build the skills to develop, implement and sustain successful PPPs.



## OUTCOMES

- > Better appreciate and interrogate the PPP shared value model.
- > Unpack the challenges inherent in public service delivery.
- > Recognise the changing expectations of outcome-based public sector service delivery.
- > Better understand complex finance and stakeholder problems, and ways to manage these.
- > Understand the legal, governance and compliance requirements of PPPs



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 44257  
execed@gibs.co.za



[www.gibs.co.za/buildingppps](http://www.gibs.co.za/buildingppps)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Corporate Mergers & Acquisitions

**Learn how to avoid the pitfalls of M&A and how to unlock extensive value in the process.**

Corporate mergers and acquisitions (M&A) play a significant role in many companies' value and growth strategies, but many are often unsuccessful. This programme will provide insights and tools on how to unlock value through M&A, learning from the mistakes of other organisations and the positive lessons from successful acquisitions.

This programme is designed for CEOs, functional directors, executives, members of audit committees, general managers, senior managers and heads of functional areas who want to gain insight into the mergers and acquisitions (M&A) process, with a view to increasing the chances of success of deals in which they are involved



## OUTCOMES

- > Identify good reasons to pursue Mergers and Acquisitions.
- > Understand regulatory and legal requirements applicable to Mergers and Acquisitions.
- > Identify key risks in the mergers process.
- > Structure deals to protect value.
- > Negotiate assertively and understand the importance of post-merger integration.



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/corpmenda](http://www.gibs.co.za/corpmenda)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



## ESG & Sustainability: Creating New Strategic Growth Opportunities

When it comes to meeting the needs of multiple diverse stakeholders, businesses face considerable financial constraints. It can also be extremely complex to operate within dynamic local and global contexts. Add to this the pressures of decisionmaking in a volatile world and you see the need for executives, managers and sustainability professionals to be empowered with strategies for enabling financial, environmental and social sustainability. This programme presents key learnings on the Whats, Hows and Whys of ESG and sustainability, with specific emphasis on developing sustainable strategies, building corporate purpose and navigating the challenges of an ever-evolving marketplace.



### OUTCOMES

- Understand the concepts of ESG and sustainability and what these mean for businesses operating in current local
- Have a deeper understanding of corporate purpose and its implications for a sustainable business strategy.
- Understand the challenges and opportunities presented by ESG and sustainability in Africa.
- Apply your understanding of partnering agreements and partnerships to developing sustainable business strategies.



### DELIVERY MODE

On-campus



### CONTACT

+27 (0)11 771 44257  
execed@gibs.co.za



[www.gibs.co.za/esg](http://www.gibs.co.za/esg)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



## Strategy Bootcamp with Professor Nick Binedell

At the heart of business success lies a clear and well-communicated strategy. A sound strategy is one that is based on good choices about how a firm will compete in the future, how it will serve its chosen market and how it will bring its capabilities to that market.

Strategy is also about making good choices in a rapidly changing set of business conditions. The goal of every top management team is to both seek and create the opportunities that present themselves to the business, while at the same time ensuring threats and constraints are adequately dealt with.

This two-day programme will explore the challenges and opportunities ahead and strategies for dealing effectively with them. Professor Nick Binedell will facilitate this programme in which you will have the opportunity to further develop your strategic leadership skills to lead strategy design and execution across your organisation.



### OUTCOMES

- Understand the role of leaders in setting the strategic agenda for the organisation.
- Understand and apply appropriate strategic frameworks.
- Create and seek the opportunities that present themselves to your business, while at the same time ensuring threats and constraints are adequately dealt with.
- Gain a better understanding of the political and economic dimensions of strategic leadership.
- Develop a sound action plan you can apply back in the workplace.



### DELIVERY MODE

On-campus



### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/strategybootcamp](http://www.gibs.co.za/strategybootcamp)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



## Leader as Coach

### Use coaching skills for sustainable success at an individual and organisational level.

This programme will equip you with professionally aligned coaching skills to develop your reports for high performance results and enable you to use coaching wisely and appropriately within your overall management approach to build high-performing and motivated teams.

Coaching is key to distinguishing highly effective leaders and managers from average ones. The power of coaching offers a new way of leading individuals for collective change, improved accountability, innovative thinking and increased agility, resulting in improved relationships and results.

Leaders and managers who leverage coaching skills are increasingly sought after as they possess the capabilities that are deemed highly relevant within organisations.



#### OUTCOMES

##### > Understand and apply:

- a framework of coaching approaches; and
- your strengths to develop people for results.

##### > Develop:

- insight into yourself as a coach;
- your own personal leadership competency;
- the capacity to discern when to coach, and when not to; and
- the foundation to continue your coach education journey should you want to.



#### DELIVERY MODE

On-campus



#### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/leader](http://www.gibs.co.za/leader)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



# Professional Business Coaching Programme

**Your journey to becoming a professional business coach begins here.**

Develop professional coaching competencies for sustained personal and organisational success.

The Professional Business Coaching Programme (PBCP) is designed to provide you with the necessary tools, experience and feedback to develop your professional coaching competencies and kickstart your potential coaching career.

This programme is suitable for individuals that are looking to pivot their careers in coaching. It further provides frameworks to cultivate an organisational coaching culture and develop individuals into human-centric leaders.

The GIBS Professional Business Coaching course is accredited by the International Coach Federation (ACSTH) and the Institute of Management Consultants and Master Coaches South Africa (IMCSA).



## OUTCOMES

- Build skills in ICF core competencies.
- Gain an understanding of competencies within an organisational context.
- Increase awareness of personal views and orientation toward different coaching approaches (use of self in coaching).
- Have enhanced self-awareness and empathy for personal transformation.



## DELIVERY MODE

On-campus



## CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/pbcp](http://www.gibs.co.za/pbcp)

Please visit the website to view the latest programme cost and dates as these details are subject to change.



## Advanced Professional Business Coaching Programme (APBCP)

**Take your coaching skills to the next level with this dual-accredited programme.**

The Advanced Professional Business Coaching programme is aimed at coaches looking to take both their own and their coachee's experience of business coaching to the next level; to intensify deeper connections with others to facilitate a true thinking partnership for more sustainable results and greater business impact.

This intensive programme focuses on the manifestation of a confident business coach who can hold trusted relationships at all levels. The impact is demonstrated in different ways, from short-term goals to ongoing sense-making and fulfilling of a significant legacy or purpose. One of the ultimate aspirations of business coaching is the systemic process: sustainable impact at both the individual and organisational levels.



### OUTCOMES

- Co-create trusting, authentic and effective coaching relationships through deeper reflection into your own experiences and vulnerabilities.
- Turbo-charge core coaching competencies through practical application, with emphasis being on how the process may impact the client.
- Practically apply your own coaching skills with immediate observer coach feedback; as well as offer you access to ICF-accredited Mentor Coaches to act as partners through your coaching journey.
- Navigate this complexity of today's business environment by offering space to explore one's own personal, cultural and organisational biases and intelligences.



### DELIVERY MODE

On-campus



### CONTACT

+27 (0)11 771 4000  
execed@gibs.co.za



[www.gibs.co.za/advanced-coaching](http://www.gibs.co.za/advanced-coaching)

Please visit the website to view the latest programme cost and dates as these details are subject to change.





# New Short Courses

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**Executive Programme  
on Media Leadership**

**22 Jul – 20 Nov**

**The Next CMO**

**15 Sep – 12 Oct**

**Finance for Executive**

**2 – 4 Sep**

**Green Kaizen –  
Sustainable Excellence Enablement**

**28 – 30 Jul**

**International Learning Journeys**

**Sep**

***Note:** Programme delivery dates are subject to change,  
for updated information please visit our website.*

# Masterclasses

A man with short dark hair and a beard, wearing glasses, a light blue striped shirt, and a dark tie, is looking intently at a laptop screen. The background is dark and out of focus, suggesting an office or classroom setting. A thin white horizontal line is positioned below the title, ending in a small dark circle.

## Online Masterclasses

**Highly focused short online courses that take approximately 8 hours to complete. Our advanced masterclasses are up to 20 hours in duration. Each class includes extensive pre-recorded video content, exercises and readings to complete at your own pace.**

On completion, delegates receive a certificate of attendance and a digital credential to use on their LinkedIn profile.

Masterclasses run throughout the year and cost between R4 100 and R4 600. Group discounts apply and all masterclasses can be run in-house for your organisation.



### CONTACT

visit [www.gibs.co.za/masterclasses](http://www.gibs.co.za/masterclasses)

### BUSINESS WRITING

The dos and don'ts of business writing, tailored to a modern business landscape. Skills needed to get your point across, write professional reports and communicate as effectively as possible.

### CREATIVITY FOR BUSINESS

Leverage creative intelligence to get unstuck and become a more agile, resilient and inventive thinker.

### ESSENTIAL SKILLS FOR MEDIA AND COMMUNICATIONS IN THE MODERN WORLD

A journey through the modern media landscape, this masterclass covers media training, crisis communication, and message crafting in a post-covid world.

### STRATEGIC THINKING SKILLS UTILISING BEHAVIOURAL SCIENCE AND NEUROSTRATEGY

Using insights from brain science to explore how people think and make decisions, behavioural economics helps develop more effective approaches to strategic thinking and business strategy.

### RETURN ON MARKETING INVESTMENT (ROMI)

With a focus on understanding marketing metrics, this masterclass is about justifying and innovating better campaigns to optimise your marketing "spend" or, rather, marketing "investment".

### USING DESIGN THINKING TO RE-IMAGINE YOUR BUSINESS

Insights and tools you need to reimagine and pivot your business model and future-proof your organisation.

### **PREDICTIVE ANALYTICS**

How to use data and algorithms to forecast the future based on historical data. The objective is to go beyond the knowledge and understanding of the past and looking into the future of what may happen.

### **DIGITAL TRANSFORMATION STRATEGY FOR BUSINESS LEADERS**

Develop a framework for thinking about digital disruption in business' and learn the skills required to enable authentic digital transformation.

### **ETHICAL FITNESS**

Achieve ethical excellence through creative ideas which can be translated into pragmatic plans of action.

### **LEADERSHIP SKILLS**

Explore personal leadership, operational vs. strategic leadership and the impact of corporate politics and bias. Learn to craft inspiring visions, create actionable strategies, define ethical guidelines and plan for skill enhancement.

### **DIGITAL LITERACY**

Explore essential skills for the digital age, including problem-solving, data literacy, and tech-savvy strategies, to navigate the evolving technological landscape with confidence and competence.

### **E-COMMERCE**

Learn how to run an e-commerce business or division that generates profit from the founder of one of South Africa's most successful online retailers.

### **MAKING SENSE OF ECONOMICS – A USER'S GUIDE**

A user's guide to understanding economics and economic Jargon. This masterclass provides an overview of how the economy works and the tools needed to assess the performance of an economy.

### **BUILDING A DISRUPTIVE MINDSET**

Comfortably reset, rewire and reimagine your role as a leader, business person and individual, and ensure your relevance well into the future.

### **CONFLICT MANAGEMENT SKILLS**

Learn appropriate conflict-handling styles and how to manage conflict before exploring what role emotions play in how we react.

### **BUILDING RESILIENCE, IMPROVING STRESS MANAGEMENT, AND COPING WITH ADVERSITY**

Science-based coping strategies and activities that will enhance your resilience skills and mental health.

### **BUILDING EQ AND EMOTIONALLY INTELLIGENT LEADERSHIP**

A deep exploration into the concepts of self-awareness, emotional intelligence, and the elements contributing to being an emotionally intelligent leader.

### **BUDGETING SKILLS**

Sharpen your financial acumen. Acquire practical skills to manage budgets confidently, make informed decisions, and drive meaningful contributions to your organisation's success.

### HOW TO WRITE REPORTS THAT PEOPLE WILL READ:

This course equips delegates with proven techniques to produce compelling and impactful reports. It also helps delegates to gain insights into creating documents that not only capture attention but also drive meaningful action.

### PRESENTATION SKILLS

The basics of how to stand, what to do with your hands, and manage eye contact followed by tips and techniques to truly engage and persuade.

### THE FUTURE OF COMMUNICATION: BEHAVIOURAL MARKETING

Crafting behavioural content that stands out from the “noise” and nudges consumer action.

### LEADING HYBRID TEAMS

Build concrete management skills to lead hybrid teams in a sustainable and impactful way.

### BUILDING CULTURAL INTELLIGENCE

Critical skills needed to manage bias using the Cultural Intelligence (CQ) framework which draws upon research-based findings to provide strategies for disrupting bias in individuals’ lives and organisations.

### THE CORPORATE INNOVATION

Increase intrapreneurship and corporate innovation while enhancing the innovativeness of teams.

### THINK LIKE A FUTURIST: BUILD FUTURES INTELLIGENCE

Understand what Futures Intelligence is and how to use it to co-create more sustainable and inclusive business futures with stakeholders.

### STRATEGIES TO INFLUENCE STORYTELLING

Understand why storytelling matters in a personal and organisational context and set the return on investment goal for the narratives you build within your organisation.

### EFFECTIVE CHANGE MANAGEMENT: PREPARING YOURSELF AND YOUR TEAM

Preparing yourself and your team to reduce resistance to change and improve cooperation and collaboration.

### BASIC BUSINESS FUNDAMENTALS (NUMBERS)

An introduction to numeracy issues that most frequently cause problems in business as well as highlighting and clarifying key terminology.

### DECISION-MAKING AND PROBLEM-SOLVING

Build the capacity to think both strategically, as well as creatively and combine “out of the box” thinking with both strategic insight and risk reduction.



[www.gibs.co.za/masterclasses](http://www.gibs.co.za/masterclasses)

Please visit the website to view the latest programme cost and dates as these details are subject to change.





# Custom Programmes

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## **Relevant solutions, quality implementation & demonstrated value**

Each year, more than 60 leading global and South African organisations from the private and public sectors partner with GIBS to design and deliver tailor-made interventions to develop their existing and potential leaders. Programmes are designed to have a measurable impact on an organisation's ability to deliver on its business strategy and 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. Working with you In partnering with a client, we work through a distinctive process to ensure alignment with your objectives and goals. Together with

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