

Prospectus

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MBA

Master of Business Administration
& Postgraduate Programmes



REGENT
BUSINESS SCHOOL

Message from the Principal

We take pride in publishing our newly revised Master of Business Administration (MBA) prospectus for 2017. The REGENT Business School (RBS) MBA was devised with a vision to develop managers and leaders for both the local and global markets.

The programme is multidisciplinary and is focused on integrating key areas of management, enhancing leadership potential and developing the critical skills required to succeed in a fast paced and dynamic business environment.

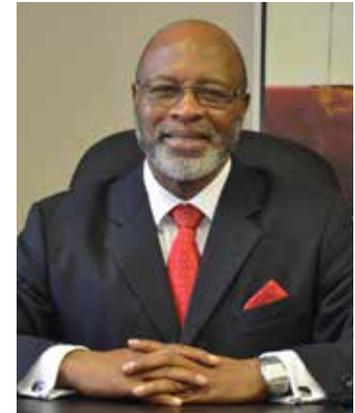
The new MBA is the product of months of engagement among RBS academics; consultation between external academics and industry practitioners involved in teaching the MBA on a part-time basis; and input by industry practitioners not involved in teaching the MBA, including alumni, acting as representatives of organisations that employ our MBA graduates.

Such cross sector engagement has produced a curriculum which seeks to address the need for management and leadership education in the private and the public sector to be simultaneously about efficiency, performance and growth, as well as about paying active attention to the social and natural environment in which we live and work.

At the core of the programme design and review process was our firm belief that the MBA must produce graduates with attributes that would enable them to add value to their organisations and broader society.

These graduates must also stand tall among their peers from local and international business schools of good standing. To this end, RBS's academic and research linkages extend to partnerships with institutions in countries as far afield as Russia, China, Kazakhstan, India and the United Kingdom, to name a few.

We welcome you to REGENT Business School and look forward to you joining our accredited MBA programme. We are certain that you will find it an inspiring, enjoyable and life-enriching experience.



Professor Marvin M Kambuwa
Principal
REGENT Business School



Introducing **REGENT Business School**

At the core of its institutional philosophy, REGENT Business School (RBS) is about innovation and entrepreneurship. It is about nurturing and shaping leaders and entrepreneurs to have an impact in their context. At RBS, understanding today's important challenges that confront business and society, and discovering tomorrow's interesting opportunities are at the heart of our teaching and learning, research and community engagement. RBS is a niche Business School with a community of passionate and dedicated people who understand and appreciate that higher education is now the center of gravity of the development debate, and rightly so. More than 50 percent of the population of sub Saharan Africa is younger than 25 years of age, and every year for the next decade, 11 million youth are expected to enter the job market. This so-called demographic dividend offers

tremendous opportunities for Africa to build a formidable base of human capital that will serve as the key driver for the economic transformation of this continent. It is this context that RBS has grounded its mission and purpose. To expand access to higher education for young minds, leaders and entrepreneurs to expand their knowledge base and skills sets in order for Africa to be more competitive, expand trade and remove barriers to enter new markets. RBS's annual student surveys show that RBS alumni hold executive and leading positions across Africa, the Middle East, Western Europe and Asia. Further, the current student population of RBS is very representative of the demographic make up of communities in South Africa and countries in the SADC region. The supported distance-learning mode of delivery, carefully designed curricula as well as affordable fee structures make RBS

programmes a preferred choice for persons in full-time employment in particular. RBS has established academic and research linkages with partner universities and research institutions in Africa, the United Kingdom, Russia, China and India. This ensures that RBS staff, students and alumni are continually exposed to international best practices and expertise from academic, professional, private, public and civil society sectors from a range of countries across the globe. This active research focus coupled with the wealth of intellectual capital, a pool of qualified and experienced lecturers and specialised experience in delivering distance-learning programmes over the past two decades, has allowed RBS to design and deliver effective higher education programmes for students both in the public and private sectors.



International Recognition

RBS has held the prestigious ‘Two Palme’ award by the Eduniversal International Scientific committee since 2008. This award acknowledges the quality of RBS programmes as well as the international influence in their delivery. As part of its ongoing efforts to strengthen its African roots, RBS participates in the Association of African Business Schools (AABS) and is an active member of the South African Business Schools Association (SABSA).

International Partnerships



• Almaty Academy of Economics and Statistics (Kazakhstan)



• YK Business School (Mauritius)



• Namibia Chamber of Commerce



• Gitam University (India)



• Shanghai University of International Business and Economics (SUIBE) - China

Registration, Accreditation and Recognition

- Registered with the Department of Higher Education and Training (DHET). (Registration No 2000/HE07/012)
- Accredited by the Council on Higher Education (CHE).
- Qualifications are recorded on the National Qualifications Framework (NQF) by the South African Qualifications Authority (SAQA).
- Recognised by the Namibia Qualifications Authority (NQA).
- Recognised by the Tertiary Education Commission of Mauritius (TEC).
- Recognised by Eduniversal.

Global Network of Students

When you enrol for the MBA programme, you join a network of like-minded students and graduates spanning the world. RBS is a place where students find friendship, build their social and resource networks, learn and develop to be world-class leaders. The Alumni Association of RBS exists to promote and facilitate links between REGENT Business School and its alumni community and to foster a life-long commitment. RBS delivers its MBA programme in various international locations through experienced faculty members.

This offers opportunities for rich academic and cultural exchange, enabling a better understanding of international practice and ways of conducting business. Our graduates are competent and comfortable in national and international business environments. Evidence of this comes through the annual RBS survey of alumni, tracking the progress and achievements of RBS graduates. RBS alumni population has shaped the community with their distinct characteristics; highly professional and talented, energetic, supportive, empathetic and innovative. Our graduates continue to hold executive positions in countries as widely dispersed as Hong Kong, Pakistan, UK, Saudi Arabia, Oman, Australia, Kenya, Namibia, Botswana and many other African countries.

Choosing the RBS MBA Degree

The philosophy of the MBA programme at REGENT Business School is in congruence with the institutional vision, mission and core values, adding further significance to the transformative business and management educational needs of global emerging economies. Furthermore, it provides a global view of entrepreneurship, management and leadership perspectives, while embracing the relevance of regional and local context.

In essence, while RBS continues with its quest to make business and management education affordable and accessible, the primary aim of the MBA programme is to shape and nurture socially responsible entrepreneurs, public and private sector managers and leaders for the renaissance of emerging economies. It is quite obvious that many of the emerging economies of the world are experiencing a renaissance. However, entrepreneurship, management and leadership skills development have been seriously lagging. Equally, issues of corruption, ethics, social responsibility and environmental sustainability have left an indelible mark on the fabric of these economies.





An MBA for **Unconventional Thinking**

A CHALLENGING CURRICULUM THAT LEADS TO



**Impactful
Leadership**



**Communicating
Effectively**



**Enhanced Emotional
Intelligence**



**Influencing
Innovative
Transformation**



**Critical Decision
Making
Competences**



**Influential
Change
Initiation**

CULMINATING IN



**Enhanced Professional
Behaviour**



**Business
Excellence**



REGENT Business School MBA **develops and prepares an entrepreneurial spirit**

The word entrepreneur originates from the French word, *entreprenre*, which means ‘to undertake’. In a business context, an entrepreneur is one who organises, manages and assumes the risks of a business enterprise.

The MBA at REGENT Business School encapsulates the following salient aspects of preparing and developing an entrepreneurial spirit:

- Pioneering of change
- Contributing to wealth creation
- Innovative approaches to business
- Mitigating risk

More importantly, the MBA will allow you to find your niche within the private or public sector. This will enable:

- the creation of opportunities to be involved in the development of policy imperatives
- the analysis of economic variables
- an understanding of the nuances of culture that influence economic and political issues, and
- insights into the global political economy.

Peter Drucker said: “The entrepreneur always searches for change, responds to it, and exploits it as an opportunity.”

The REGENT Business School MBA will prepare you to put Drucker’s views into practice. In other words it will prepare you to understand that an entrepreneur who can take an idea and have the skill set, will and courage, in the face of considerable risk, to transform the concept into reality by bringing to market a viable product or service that people want or need.

Let the REGENT Business School’s MBA contribute to the quantum leap you want to take (but have thus far avoided) into the future. The future is in your hands – do not waste it, become the change agent for a prosperous Africa.



Prof Malcolm Wallis
PhD



Dr Kogie Archary
PhD



Prof Dhiru V. Soni
DPhil



Prof Anis M Karodia
PhD

Highly Qualified and Committed Faculty

It has to be fully appreciated that the academics employed by the REGENT Business School are individuals that hold, the highest academic qualifications ranging from Masters Degrees in business studies and the Social Sciences, including Doctoral Degrees in Public Management, Philosophy and other fields of engagement within academia. These faculty members derive from diverse academic backgrounds and, have served at other universities both locally and internationally and, some of them have been tried and tested technocrats and policy makers within the public service of the Republic of South Africa. This diverse academic and public sector experiences hold them in good stead, in respect of the aim and philosophy of the REGENT Business School's flagship programme, the Master's Degree in Business Administration (MBA). The wide experience of these academics is in congruence with the institutional vision, mission and core values, which very seriously addresses the transformation agenda of South Africa and Africa as a whole. The REGENT Business School together with

its highly qualified and committed faculty adds further import to the transformative business and management educational needs of higher education, within the context of global emerging markets. In addressing these fundamental and core issues the School is able to provide a global view of the imperatives of the intricate nuances that permeate political economy debates, the importance of entrepreneurship in the contest of Africa as a whole, and sees to it that, management and leadership perspectives are enhanced within its

Mr Olivier Niyitegeka
MCom



teaching and learning programmes. The long and short of this approach is to embrace and nurture the relevance of the MBA programme to the regional and local contexts, by providing quality, affordable and accessible education, for purposes of shaping and nurturing socially responsible entrepreneurs, public and private sector managers, in order to meet the skills shortage that, not only confronts South Africa but Africa as a continent. The aim of the MBA programme in the context of Africa is therefore, geared towards enhancing critical debate in areas such as environmental sustainability, ethics, and social responsibility and, to deal with issues such as corruption, and good governance that, must impinge upon these emerging economies positively. The faculty with its diverse and wide experiences are more than actively involved in research and, play a pivotal role in all aspects of curriculum development and, in so doing understand the facets of globalization which bears direct relevance to the teaching programme.

The MBA Programme Structure

The REGENT Business School MBA consists of twelve coursework modules (eleven core modules and an elective module) and a dissertation component. The duration of the programme is 20 months.

The programme structure is outlined as follows:

YEAR	DURATION	MODULES
1	Semester One (6 months)	<ul style="list-style-type: none"> • Strategic and Change Management • Accounting and Finance • Leadership and Human Capital Development • Governance and Sustainability
	Semester Two (6 months)	<ul style="list-style-type: none"> • Managerial Economics • Strategic Marketing • Information and Knowledge Management • Operations and Supply Chain Management • Global Political Economy
2	Trimester One (4 months)	<ul style="list-style-type: none"> • Entrepreneurship • Research and Statistical Methods • Elective
	Trimester Two (4 months)	<ul style="list-style-type: none"> • Dissertation

**Refer to page 23 for RBS MBA access pathways and admission requirements*

Nompumelelo Langa

*Regional Executive, ABSA Private Bank, Durban
& Chairperson of Business Woman's Association KZN,
South Africa*

"The RBS MBA has challenged me to pursue the dreams that I have previously shelved. It has also helped me develop a 'nothing is impossible' attitude."



Study Tour

International Study Tours

International Study Tours are organised for MBA students. Some of the key objectives of the study tour are to:

- Enhance the classroom curriculum. Study tours offer students and their faculty adviser an intense, first-hand experience of the business culture of their chosen country or region.
- Introduce students to issues related to business globalisation.
- Ensure students understand how the advances in transportation, technology, infrastructure and communication have dramatically increased the level of global interaction.
- Identify the socio-cultural implications in doing business locally and abroad.
- Expose students to the ideas, knowledge and skills of peers from other disciplines and cultures.
- Present networking opportunities for students.

Russia





India



Shanghai

Delivering the **MBA Programme**

The MBA programme is primarily offered through the mode of distance learning. This includes a flexible blend of workshops and lectures, syndicated learning and independent study as well as ongoing academic support and mentoring by academic staff. The programme delivery is sensitive to the diverse needs of students especially those who continue to work full-time while studying.

1. Face to face interaction

Face to face contact is provided at a range of venues, dependent on student numbers. These contact sessions are conducted over weekends to accommodate working professionals.

2. RBS Orientation session

All students will join us either online or physically for a RBS orientation, which will involve lectures, case studies, group work, examination practice, networking and social events along with study skills sessions.

3. Study materials and workbooks

At registration, each student receives a comprehensive study pack containing study materials for each of their registered modules, a detailed academic calendar and other relevant details of the academic programme, either included or shared via the Learner Management System (LMS). You will also have scheduled activities throughout each module.

4. Module co-ordinator

Module tutors will provide support for students. They will facilitate live sessions, moderate online discussions, make sure students are up to date with subject-relevant topical information, and generally oversee their development of study skills. Tutors will also be available telephonically and by email.

5. Student Support

RBS has a dedicated student support division which provides a range of services supporting the holistic development of the student and is augmented by available academic support. Provision is made for a wide range of support services, teaching resources and learning resources that promote students' academic skill and success at all levels of study. Additional support ranging from managing the challenges of distance studies, to professional individual and group counselling services are made available to students.







THE MBA Supported Distance Programme

The MBA degree is offered through a delivery format referred to at RBS as the 'Supported Distance' MBA. This format is geared towards students who prefer increased contact through their studies. MBA students on the 'Supported Distance' format attend lectures, undertake case study analysis, business simulations and group work.

Advantages of the 'Supported Distance' programme

Attending lectures together with the same group of students offers:

- A network of colleagues with lasting business and social contacts
- Dedicated study time and interaction with experienced academics
- Increase in one on one tuition time
- Engagement in debate surrounding topical issues

The MBA 'Supported Distance' programme is offered in the following regions:

Examination venues

Examinations are written in a number of venues across South Africa as well as in Namibia and Swaziland.





THE MBA Curriculum

The Curriculum

Within the context of the REGENT Business School (RBS) MBA Philosophy, the RBS MBA curriculum aims at developing a student's intellectual ability, executive personality and managerial skills through an appropriate blending of business and multi-disciplinary education. The MBA curriculum provides students with a comprehensive management education of globally recognised best practices with flexibility of their adaptation to indigenous entrepreneurial and societal context. The curriculum of the programme ascends from general management education to specialisation in diverse business fields. General management skills like oral and written communication, decision-making, leadership, and teamwork developed among the students at the initial level of the programme will provide them

with a solid foundation for more advanced studies at the elective level during subsequent stages. Core modules taught integrate information and theories from various disciplines, including communication, economics, accounting, quantitative methods, marketing, finance, organisational structure and strategic management. The RBS MBA prepares students to think critically about business issues in order to enable them to develop strategic level understanding and demonstrate comprehension of complex theoretical constructs in the major business disciplines.

Strategic and Change Management

In today's volatile environment, with the accelerated rate of change, organisations that successfully manage strategic initiatives save more money and are poised to gain an advantage over their competitors. Today, there is much talk about change management because organisations live in a much more dynamic environment than in the past. The purpose of this module is to enable students to make a strategic diagnosis based upon the analysis of the competitive environment and the identification of the strategic capability of their organisation in a context of a dynamic environment.



Managerial Economics

Managerial economics applies economic theory and methods to business and administrative decision making. Managerial economics prescribes rules for improving managerial decisions. Managerial economics also helps managers recognise how economic forces affect organisations and describes the economic consequences of managerial behaviour. It links traditional economics with the decision sciences to develop vital tools for managerial decision making. Managerial economics is concerned with the business firm and the economic problems that business management need to solve. It is the integration of economic theory and business practice for the purpose of facilitating decision-making and forward planning by management.

Strategic Marketing

Every organisation needs to have clear marketing objectives, and the major route to achieving organisational goals will depend on strategy. It is important, therefore, to be clear about the difference between strategy and tactics. The purpose of this module is to create an understanding of how marketing management creates value in an organisation by examining the core principles of the marketing concept and amplifying the elements of a marketing strategy.

Global Political Economy

It is generally accepted that the world has experienced multifaceted and revolutionary change over the last four decades or so. A shift is taking place from the traditional, largely bipolar, to a multipolar, world order. The notion of political economy underlines the fact that politics and economics are closely linked in all countries. The challenges and complexities facing organisations cannot be separated from broader international developments. Organisations operate in a global world where economies and societies are intertwined. Within the context of global competition and trade, countries are tied via their business economic structures. The module defines the study of international political economy, summarises major analytical frameworks in the field, and identifies current debates. The aim of this module is to provide students with an understanding of the relationship between economics and politics as academic disciplines.

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The MBA Curriculum Electives (one to be selected)

Healthcare Management

This module is concerned with the management of healthcare organisations in an environment of dynamic challenges. It examines the context in which healthcare occurs and explores dimensions of functional management relating to healthcare organisations. These include strategic management, change management, communication management, financial management, marketing management and human resource management. In addition, there is a large focus on the management of HIV and AIDS. The aim of this module is to enable students to apply theoretical knowledge to the analysis of practical problems in healthcare management and to be able to utilise financial and economic analysis for the provision of healthcare services.

Public Sector Management

The purpose of this module is to expose students to current trends within the public sector with a particular focus on issues of relevance to business. Whilst much of the content makes specific reference to South Africa, substantial attention is given to other parts of Africa, particularly those

which have historically emerged from British rule. The study of public sector Management covers a multitude of topics. The principal ones included are public finance and development (state budgets, development plans etc.), local government with particular reference to service delivery, ethical issues relating to the conduct of public officials, the processes by which policies are made and implemented, the significance of new technologies for how governments now operate and strategic planning and management. Emphasis will be placed on carrying out research on public sector topics to include study of policy documents such as 'white papers' and development plans, and interviewing officials, service providers and members of the public requiring service delivery.

Islamic Finance and Banking

Islamic Financial institutions have grown rapidly in recent years achieving growth rates in excess of 15% per annum. Following the global economic meltdown of 2007/2008 there has been increased attention in interest in Islamic Banking and Finance. Islamic finance derives its intrinsic strength from the moral precepts embodied within the Islamic tradition which is consistent with the principles of the Shari'ah (Islamic Law). Islamic products are proving to be competitive since they focus on ethics and are fast attracting not only Muslims, but non-Muslims as well. In South Africa, initiatives have been put in place to facilitate Islamic Banking and Finance, such as the amendment of Tax Laws, in order to attract petrodollars from the Middle East countries and to make South Africa the hub of Islamic Banking on the African continent. In the wake of the projected, South Africa's debt hitting 44.3% share of GDP by 2016, South Africa is expected to launch its first sukuk (Islamic) bond with the aim of diversifying its debt obligations. The overwhelming demand for Islamic windows in the conventional banks has resulted in an increasing demand for professionals to be conversant with the principles and intricacies of Islamic Banking and Finance. The module intends to contribute to addressing this need and will also contribute to human capital development.

Educational Management and Leadership

Engaging in Educational Management and Leadership (EML) at the MBA level will prepare learners for leadership positions in schools, universities and other institutions that cater for the culture of teaching and learning. This module offers advanced academic insight that leads to informed educational

management or educational administration and leadership. Effective leaders and education managers must find new ways to address regulatory, leadership and management challenges to incorporate contemporary prospects and opportunities in the educational environment. Present day educational complexities have engineered various initiatives to push for knowledge and skills transformation to bring about change in innovation, technology, human resources, teacher/lecturer qualities and accountability. This module is designed to meet the need of educational managers in the pressing climate of constant change. It incorporates the latest strategic thinking in educational leadership and management. The module aims to develop governance, communication, interpersonal and financial skills in a way that enables educators to draw from both theory and practice of management. Educational management is associated with schools as well as institutions of higher learning like colleges and universities. Educational management professionals may also contribute to governmental agencies, private companies, and not-for-profit organisations. Students working in the field of educational management may function as policy-makers, researchers, or consultants to help evaluate and develop ways to enrich and enhance the educational system at all levels.

Project Management

Contemporary industries require project management to build infrastructure, implement changes, deliver services and improve quality. This module focuses on project management and upper management skills to produce professional project managers. The module enhances the capacity of managers to improve production and service delivery, thereby contributing to organisational effectiveness. The module also provides for the attainment of quantitative skills in project finance and project management. The purpose of this programme is to equip students with the necessary knowledge, skill and abilities in order to further their understanding of Project Management in all forms. Project management impacts directly on the growth and advancement of most modern organisations and is a much-sought-after qualification, and serves as a management discipline which underpins much economic activity. Studying project management is not only a good option for people who wish to pursue a career in this field, but also for anyone who is often involved in projects, or works in an environment where projects are carried out frequently.

Research and Dissertation

The MBA Dissertation

The concluding element of the MBA programme is choosing a research topic, applying suitable research methods in an organisational context and then analysing and reporting on the results in a dissertation of between 12 000 to 15 000 words. The dissertation draws together the threads running through the MBA programme. It gives the student an opportunity to apply general issues of management to an area of specialisation. As the dissertation is a science-based business research project, the student first learns appropriate research methods. The research project and dissertation aim to identify and explore a significant management issue while also meeting personal career aims, academic standards and in many instances organisational objectives.

The dissertation is likely to focus on one of the following:

- Identification and research of a business or management issue of interest or value to students in their careers.
- An organisation-based project, generally with the student's employer.
- The investigation of a business concept, which could lead to self-employment or a business start-up.

Various opportunities for organisation-based projects may arise out of the RBS range of networks and relationships with external stakeholders.

Dissertation Support

Once the research proposal has been submitted and approved, a research supervisor is allocated to the student. The supervisor will be a specialist in the field of study which the student wishes to investigate and will provide assistance during the dissertation writing process. In addition, the research department and library will be available for help with sourcing material required for writing up the dissertation. Research clinics are also held regularly to aid progress and help overcome obstacles en route to successful completion. Such thorough dissertation support enables the student to work conscientiously, give of her/his best and complete the dissertation in the allocated time.





What Students Say RBS Current and Alumni



Yasmeen Ismail

*Lecturer in Financial Accounting
Thekwini TVET College*

I would best describe REGENT as a prestigious business school in South Africa that operates with excellence in support and academic assistance.



Tony Diesel

*National Programme Director
South Africa Partners*

The academic and support staff at REGENT Business School allowed me to work around my busy work schedule and responsibilities.



Benard Mhembere

*Commercial Manager
Lafarge Cement*

The administrators were very timely in their responses to my queries. I found the school's payment terms to be very flexible as well.



Elizabeth Nghiwewelekwa

*Finance Director
Water Engineering Africa*

RBS has enabled me to attain the qualification that would add significant value to my contribution at my current organisation and subsequently to the Namibian nation as a whole.



Liezel Pretorius

*Registrar/CEO
APAC*

REGENT Business School provided me with flexibility and special bonds were formed with my fellow students and the passionate people at RBS.



Letlhongonolo Marumolwa

*Director
The Independent Institute of Education*

I am now able to incorporate my technical skills with business management and administration skills, acquired through the MBA programme.



Olayemi Adedoyin

*Admin Officer
IPWA*

My MBA journey was academically enriching from the coursework down to the dissertation stage. I am now empowered to explore the business world globally.



Napo Nurse Moasi

*Director
Department of Correctional Services*

REGENT's workshops made it easy for me to cope with being a mother, a wife and a Senior Manager with three different centres to manage.

Postgraduate Diploma in Management

Course Introduction

The Postgraduate Diploma in Management (PG Dip Man) is a 1 year qualification that enables students with relevant work experience and appropriate qualifications to further develop their functional and reflective competencies in management, leadership and administration. The programme aims to develop an integrated conceptual understanding, synthesis and critical application of specialised qualitative and quantitative issues in management. The qualification is directed towards students having relevant work experience and occupying middle and senior management positions and who have completed a Bachelor's degree or equivalent qualification. This qualification will enable students to develop in-depth, discipline specific skills and applied competence in the private and public sectors that will provide opportunities for personal intellectual growth, more purposeful employment and making a contribution to society. The qualification will empower graduates to solve problems in a focused way and to effectively manage and allocate resources, to communicate effectively and to contribute to knowledge and socio-economic transformation in a responsible and ethical manner.

On completion of this qualification, graduates will be able to:

- Apply quantitative methodologies in making work-based decisions
- Apply scientific enquiry and research methods
- Utilise technology to solve work-based problems
- Display research skills in solving work related problems in the management of a range of organisations
- Contribute towards the extension of knowledge on business management, leadership and administration
- Demonstrate the ability to identify, analyse and solve management and commercial problems
- Acquire an understanding of how to manage resources and processes in a business context
- Contribute to the resolution of socio-economic problems of a developing Southern Africa in an ethical and responsible manner
- Articulate vertically to REGENT Business School's Master of Business Administration (MBA) Degree programme

Admission Requirement:

- A Bachelor's Degree, Advanced Diploma or equivalent qualification
- At least 2 years of managerial work experience

Articulation Pathway:

Students who successfully complete the Postgraduate Diploma in Management can enrol for the REGENT MBA and receive credits.



Programme Structure

YEAR 1
Semster 1
General Management
Marketing Management
Business Research
Semster 2
Financial Management
Economics
Operations and Innovation Management

Postgraduate Diploma in Educational Management and Leadership

Course Introduction

The Postgraduate Diploma in Educational Management and Leadership (PG Dip EML) is a one-year postgraduate qualification that seeks to develop capacity in management and leadership in an educational management context. The focus of the programme is to improve the practice of management and leadership in the educational sector.

It is directed towards persons who hold, or are aspiring to hold, management responsibilities within educational institutions. The programme enables students with an education background to develop integrated and functional reflective competencies in educational management. It is intended for educational managers and those aspiring to occupy managerial positions in educational institutions.

The programme examines issues such as management principles, educational governance, leadership in education, financial management in educational institutions and the use of information technology in education.

On completion of this qualification, graduates will be able to:

- Apply quantitative methodologies
- Acquire academic and professional knowledge required for leadership of educational institutions
- Apply management principles in an educational context
- Administer financial resources in an educational institution
- Evaluate the effectiveness and efficiency of the functioning of an educational institution
- Display knowledge of the provisions of relevant legislation relating to the governance of educational institutions
- Be aware of the implications of information and communication technology

Admission Requirement:

- A Bachelor's Degree, Advanced Diploma or equivalent qualification
- At least 2 years of managerial work experience

*Continuous Professional Teacher Development

Practising teachers, registered with the South African Council for Educators (SACE), qualify for continuous professional teacher development (CPTD) points on successful completion of the programme. The PG Dip EML is endorsed by the SACE.

Programme Structure

YEAR 1

Semster 1

Principles of Educational Management

Leadership in Education

Governance in Education

Semster 2

Using Information Technology

Financial Decision Making in Educational Management

Research in Educational Management

Bachelor of Commerce Honours Degree

Course Introduction

The Bachelor of Commerce Honours (BCom Hons) degree is a 1 year programme that seeks to develop capacity in managers or persons who are aspiring to hold management responsibilities within the commercial sector. The programme enables students to develop integrated functional and reflective competences in business and general management by examining issues relating to Marketing Management, Human Resource and Industrial Relations Management, Strategic Management, Financial Management, as well as undertaking research directed towards business and management. This provides students with cutting edge advanced management skills by exposing them to the functional areas of business and management at a postgraduate level, and ensures that they are prepared for the challenges of the global economy.

On completion of this qualification, graduates will be able to:

- Analyse and solve managerial challenges
- Demonstrate competency in the management of private enterprises, departments or sections of organisations to the benefit of all stakeholders
- Interpret and critically evaluate evidence and data objectively
- Recognise and respond to change within organisations
- Demonstrate competency in the execution of the tasks of planning, organising, leading and controlling in the different fields of strategic management, marketing, finance, human resources, research and operations management
- Demonstrate competencies in research including data collection, analysis, interpretation and recommendations
- Undertake research in key business fields
- Articulate vertically to REGENT Business School's Master of Business Administration (MBA) Degree programme

Articulation Pathway:

Students who successfully complete the BCom Honours can enrol for the REGENT MBA and receive credits.

BCom Honours Degree ➤ Opportunities for Credits ➤ MBA Degree ➤ Duration: 20 Months

Programme Structure

YEAR 1

Semster 1

Human Resource and Labour Relations Management

Economics

1 Elective (one of the following):

Entrepreneurship and Small Business Management

Purchasing Management

Operations Management

Financial Management

Healthcare Management

Investment Management

Semster 2

Marketing Management

Strategic Management

Research Project

Admission Requirement:

- A Bachelor of Commerce Degree or equivalent qualification

Registering for the Programme

Admission requirements for the MBA programme

- An appropriate Honours Degree or equivalent NQF level 8 qualification or;
- An appropriate Postgraduate Diploma or equivalent NQF 8 level qualification or;
- A professional Bachelor's Degree (4 years) at NQF level 8 (480 credits)

In addition the applicant must:

- (i) be 25 years of age or older and;
- (ii) have at least three years of working experience.

MBA Access Pathways



Admission requirements for Postgraduate Diploma Qualifications?

- A Bachelor's Degree, Advanced Diploma or equivalent qualification
- At least 2 years of managerial experience

Admission requirement for Honours Qualification?

- A Bachelor's Degree, Advanced Diploma or equivalent qualification

* Applicants who do not meet the minimum requirements for admission to the MBA programme, but have work experience, may apply for Recognition of Prior Learning (RPL) as a form of alternative admission onto the MBA programme.

Applications, Fee Structure and Payment

How are the fees structured?

Flexible fee payment options are designed to provide greater flexibility to students

Payment options:

- Cash Payment - Early Bird Discount
- Payment Plan A - Deposit Plus 4 Instalments
- Payment Plan B - Deposit Plus 8 Instalments
- Payment Plan C - Deposit Plus 10 Instalments

Fees include:

Registration, modules pack and course materials, workshop attendance and main examination costs.

How to Apply?

Applicants are required to submit the following:

- Completed Application and Registration documents
- Certified copies of all educational qualifications and academic transcripts
- Curriculum Vitae
- Reference letters (at least 2)
- A portfolio of evidence (for RPL candidates)
- Certified copy of an identity document or passport
- Letter of company sponsorship (if applicable)
- 2 Passport sized photographs

DURBAN

35 Samora Machel Street
Durban, 4001
Tel: +27 31 304 4626
Email: mba@regent.ac.za

JOHANNESBURG

2nd Floor, Sunnyside Centre
13 Frost Avenue, Sunnyside, Auckland Park
Tel: +27 11 482 1404
Email: mbajhb@regent.ac.za

CAPE TOWN

99 Stadium on Main Road, Claremont
2nd Floor, Unit 2, Cape Town, South Africa
Tel: +27 21 671 7005
Email: capetown@regent.ac.za

CHATSWORTH

Office Block 4A, Chatsworth Centre
17 Joyhurst Street, Durban, 4092
Tel: +27 31 402 0200
Email: chatsworth@regent.ac.za

PIETERMARITZBURG

251 Church Street, Fedsure Building
Pietermaritzburg
Tel: +27 33 342 3448
Email: pmb@regent.ac.za

NEWCASTLE

The Edu Centre, Off Sutherland Street
Newcastle, 2940
Tel: +27 34 315 5525
Email: newcastle@regent.ac.za

EAST LONDON

90 Vincent Road, East London, 5249
Tel: +27 43 721 1271
Email: eastlondon@regent.ac.za

SWAZILAND

Plot 132, Mbhabha Street
Manzini next to Swaziland Milling
Tel: +268 25055890
Email: swazi@regent.ac.za

NAMIBIA

Coolmaster Complex
Ongwediva Main Road, Namibia
Tel: +264 6523 8567
Email: ongwediva@regent.ac.za

<https://www.regent.ac.za>

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