

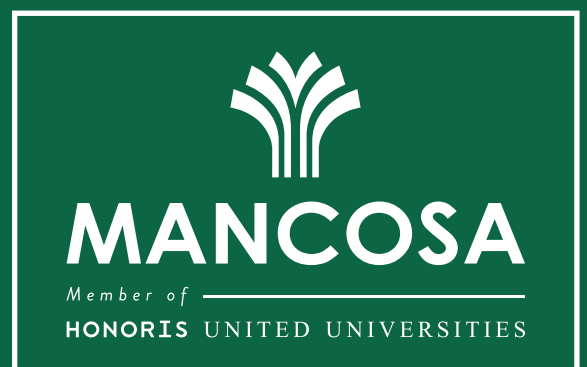
DBA

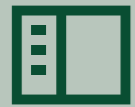
Doctor of Business Administration

African Excellence | Global Relevance



Prospectus 2025





Educating the next generation of African leaders and professionals



DBA Prospectus 2025

MANCOSA is registered with the Department of Higher Education and Training (DHET) as a private higher education institution under the Higher Education Act, 1997 (as amended).
Registration No.2000/HE07/003.



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**Educating for impact is
the worthwhile core of
the academic project!**

Our Vision

Education for a better world for all.

Our Mission

Impacting lives through innovative education.

Welcome Message



At MANCOSA, our vision is “education for a better world for all”. While this vision speaks to global aspirations, we are committed to making a tangible impact within our context, grounded in the physical, economic, and social realities of our surroundings.

As an anchor institution, we aim to significantly contribute to the development of our communities, whether at village, town, provincial, national or continental levels.

In alignment with the country’s development goals, the National Development Plan (NDP 2030) serves as a comprehensive roadmap for the socioeconomic transformation of South Africa. A key target of the NDP is to increase the production of doctoral graduates to 100 per million people per year by 2030. In 2022, South Africa produced about 64 per million of population doctoral graduates—a figure that all higher education institutions should strive to improve to drive meaningful change.

The doctoral degree represents the highest level of academic achievement, empowering graduates to contribute to new knowledge,

innovative solutions, and critical perspectives. Through rigorous scientific research, doctoral graduates possess the expertise to address complex socio-economic challenges, providing solutions that can potentially transform industries and society.

At MANCOSA, we embrace a cohort-based approach to doctoral studies, which fosters a collaborative environment where students and supervisors can create a mutually supportive learning environment.

This structure is designed to make the program not only more manageable but also enriching for all involved, thus ensuring a high-quality, rewarding doctoral journey.

I warmly welcome you to this exciting path toward the pinnacle of your academic journey. I wish you success and fulfilment as you embark on this transformative experience.

Professor Magnate Ntombela
Principal



As global issues become increasingly interconnected, the need for advanced research that not only contributes to academic discourse but also offers practical solutions is more urgent than ever.

The MANCOSA DBA programme is designed to equip future leaders and researchers with the tools to make a meaningful impact— in their workplaces and society — by aligning their research with realworld needs and the United Nations' Sustainable Development Goals (SDGs).

The SDGs, which cover areas from quality education to climate action and economic growth, provide a comprehensive framework for addressing global challenges. Doctoral research has the power to drive innovation by exploring how these

”
**Rethink__
 how your leadership
 drives success.**

Message from the Head of Research

Doctoral education plays a pivotal role in addressing the complex challenges facing our world today.

goals can be translated into practical strategies that benefit industries, communities and governments. At MANCOSA, we encourage our DBA candidates to tackle pressing issues such as sustainable business practices by access to equitable education and innovative technological solutions.

By doing so, our graduates are not just scholars, they are agents of change who influence policies and shape the future of their organisations and beyond. In today's rapidly evolving business environment, research rooted in practicality aiming to solve workplace problems is essential.

The MANCOSA DBA is structured to foster this alignment between theory and practice, equipping candidates with critical thinking and analytical skills required to transform their research into actionable solutions. Whether it is improving operational efficiency, fostering inclusive leadership, or driving sustainable innovation, our graduates leave with the capacity to implement research findings that make a tangible

difference. Aligned with our mission, vision, core values, and strategic objectives, our doctoral programme is ideally positioned to fulfil MANCOSA's overarching purpose of harnessing the transformative power of education for the betterment of individuals, organisations, and societies.

Consequently, we empower leaders to drive meaningful and sustainable change in their respective fields and communities. Importantly, through our weekend research workshops, we offer a democratised learning environment enriched by structured, expert guidance and collaborative peer support.

As we look to the future, we invite you to embark on this transformative journey with the MANCOSA DBA, where research meets real-world impact and knowledge becomes a catalyst for innovation.

Dr Nisha Singh
 Head of Research

About the Business School

MANCOSA's Business School serves as an innovation hub for executive education and postgraduate management programmes, including the flagship Doctor of Business Administration (DBA) programme. MANCOSA features student engagement pods, an interactive auditorium, spacious seminar rooms, networking spaces, and state-of-the-art teaching

and learning technologies. An extensive reference library with access to a multitude of electronic resources ensures that students are afforded the tools for development. The eco-friendly MANCOSA facility is a pinnacle of modern and innovative architecture designed in response to a multifaceted concern for global sustainability in business and industry.



Local and international visitors agree that MANCOSA is an innovative green space that reduces eco-sins and stands out in the proverbial urban jungle. Since its inception, MANCOSA has continued to be responsive to the changing management education needs of dynamic markets.

Expansion opportunities and wider impact activities have been the fruitful outcome of its dedication and commitment towards providing high-quality education driven by a student-centric approach.

During 2017, MANCOSA became a proud member of Honoris United Universities, the first Pan-African private higher education network committed to preparing and educating the next generation of African leaders and professionals who would be empowered to impact regionally in a globalised world.

Collaborative intelligence, cultural agility, and mobile mindsets and skills are at the heart of Honoris' vision of higher education.

Honoris United Universities joins the expertise of its member institutions to create pan-regional profile graduates who are competitive in today's fast-paced, demanding labour markets.

Honoris United Universities gathers a community of 100,000+ students on 75 campuses, in 10 countries and 33 cities across Africa.

Honoris United Universities offer more than 490 degrees in the fields of Health Science, Engineering, IT, Business, Law, Architecture, Arts and Design, Media, Education, Medicine, Engineering, Law Creative Arts, Fashion Design, and Political Science.



81 Career Centre corporate partnerships formed



90% of MANCOSA's alumni population is employed



13,431 of students and alumni use our virtual Career Centre platform



4022 jobs posted on our Career Centre over a 2-year period



87% of alumni have indicated that MANCOSA is value for money

Registration and Accreditation



Honoris United Universities (HUU)



Association of African Business Schools



European Foundation for Management and Development (EFMD)



South African Business Schools Association (SABSA)



United Nations Academic Impact Initiative (UNAI)



National Association of Distance Education Organisations of South Africa (NADEOSA); and

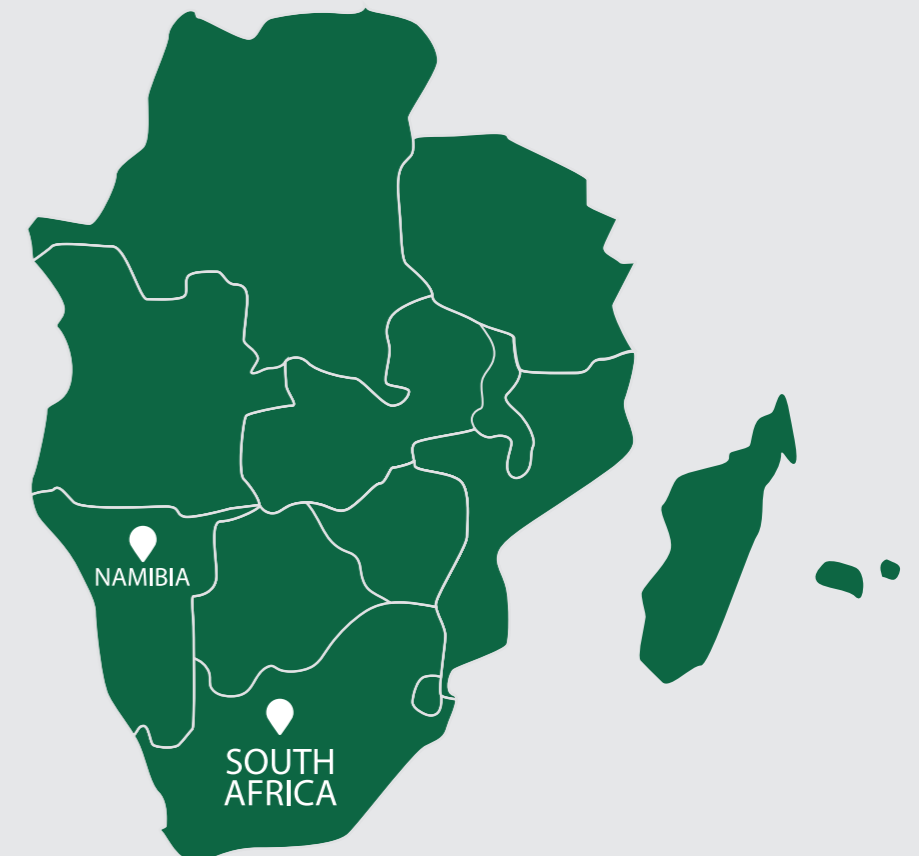


Global Accreditation Center for Project Management Education Programs (GAC)

- MANCOSA is registered with the Department of Higher Education and Training (DHET), registration number 2000/HE07/003;
- MANCOSA programmes are accredited by the Higher Education Quality Committee (HEQC) of the Council on Higher Education (CHE); and
- MANCOSA programmes are recorded on the National Qualifications Framework (NQF) by the South African Qualifications Authority (SAQA).

Our Learning Centres

- Durban
- Pietermaritzburg
- Johannesburg
- Pretoria
- Polokwane
- Mbombela
- Cape Town
- Gqeberha
- East London
- Namibia



KEY FACTS

MANCOSA

A higher education initiative at international standards introduces the collaborative intelligence of African institutions for the first time in the region, thereby leveraging the knowledge and expertise of multiple communities and countries.



Why Choose MANCOSA?

MANCOSA:

- Develops competitive and career-centred skills;
- Provides an intellectually stimulating environment;
- Connects students to a global gateway of knowledge; and
- Offers programmes that are responsive to regional, national and international needs.



01. Affordability and Accessibility

MANCOSA is committed to providing affordable access to higher education through the provision of accredited and quality assured programmes.



02. Flexibility

Studying through distance learning means that there is little disruption to your personal life and full-time work schedule. The MANCOSA programmes enable students to be flexible in approaching their studies. Should your work require extensive travel and extended working hours, the MANCOSA distance learning programmes are ideally suited to meet your specific needs.



03. Interactive Experience

A range of teaching methods, including webinars, online discussions, case studies, and self-study exercises, enhances student learning and builds managerial skills and competencies.



04. Overall Experience

The MANCOSA programmes are designed and structured to stimulate you intellectually. The rigour of these programmes and the effort required to complete them successfully will ensure you acquire the knowledge, skills and mindset to thrive in a challenging business world.

Honoris United Universities



Honoris United Universities is the first Pan-African private higher education initiative emerging from collaborative intelligence between leading institutions across the continent.

Honoris United Universities is the first African private higher education network to amalgamate leading tertiary education institutions in North and Southern Africa.

Honoris United Universities harnesses the collaborative intelligence and pioneering efforts of these institutions to educate Africa's next generations of

leaders and professionals. As a whole, Honoris United Universities offer more than 460 degrees in the fields of Medicine, Health Sciences, Engineering, IT, Business, Law, Architecture, Digital and Creative Arts, Fashion and Design, Media, Political Science, and Education.

Delivery is focused on student success and accessibility and includes a blend of oncampus learning centres and distance learning facilities.

The platform's key values of collaborative intelligence, mobility and agility unite to secure a successful impact for

its students, their families, and their communities. Businesses actively seek applicants with internationally accredited levels of education. Employers in Africa have ambitions across the continent and beyond.

They require candidates with global perspectives who understand the diversity of Africa and their local markets and can demonstrate the skills to operate successfully, and this is where Honoris United Universities comes into play.



Doctor of Business Administration

DR E Jengwa
Engineer

BRAVE THROUGH

It's your legacy



Doctor of Business Administration

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Working hard
for something
we love is
called passion.



About the DBA

The MANCOSA DBA programme develops high-level research capability in candidates to make significant, original, academic or professional contributions at the frontiers of business, management, and related fields.

The programme emphasises supported, self-directed, and rigorous scientific inquiry.

Candidates are encouraged to give attention to the convergence of international and local knowledge that can be sourced from credible repositories to achieve African excellence and global relevance in their doctoral studies.

The MANCOSA DBA programme is designed to assist students in:

- becoming highly educated individuals
- achieving academic and professional excellence
- assuming responsible roles in a changing world of global interdependence
- conducting research and generating knowledge
- being of service to society through the dissemination and application of knowledge, as well as through innovative partnerships with business and public sectors and civic society

The MANCOSA Doctor of Business Administration (DBA)

The MANCOSA DBA is contextualised within the rubric of a world that continues to be severely interrupted by two major processes, namely, globalisation and the Fourth Industrial Revolution.

These processes have introduced new dynamics into the global economy and have fundamentally changed how business is visualised, conducted, and studied.

The impact of globalisation on business operations has been pervasive requiring an extensive, fundamental review of existing business approaches.

It is now imperative that strategic planning at all levels of business, integrate knowledge that is both local and global. Simultaneously, the impact of the Fourth Industrial

Revolution has hastened the adoption of key technologies. The new revolution is transforming businesses and sparking a new wave of wealth creation, particularly in emerging world economies, such as in Africa.

Since economic growth and technology are inextricably linked, current economic conditions foster investment in technology as emerging African economies ramp up their demand for technology to fuel growth.

Within this perspective, Africa will require a new generation of leaders and managers.

Essentially, the emerging generation of leaders and managers must possess the skills and experience to compete globally and think locally in their attempt to respond to the myriad challenges and opportunities that globalisation and the Fourth Industrial Revolution offers.

The DBA qualification is the pinnacle of management education delivered using a dual cohort supervision model. It is a research doctoral degree that emphasises practical approaches informed by theoretical understandings.

The DBA qualification enables students to learn and thrive in a dynamic global marketplace shaped by geopolitical disruptions, big data analytics, e-commerce, mobile technology, and much more.

The MANCOSA DBA is designed for candidates who, having already completed a Master's degree programme, are seeking, through research, to develop and define their practical and theoretical knowledge of the principles that govern private and public sector organisations.

The DBA programme's strength lies in its dual cohort supervision model and pastoral care approach, which enhance the students' professional

knowledge and skills that enable them to conduct rigorous research relevant to their organisation, industry, or country .

Examination and Oral Defence

The inclusion of both a thesis examination by international and national examiners and a viva voce (oral defence) forms part of the DBA examination and significantly strengthens the academic integrity of the programme.

A MANCOSA DBA graduate will be able to:

- Integrate and contextualise comprehensive and systematic knowledge of a topic or specialisation in business, management or related fields, with depth, and up-to-date, benchmarked knowledge.
- Think epistemologically and translate theory into practice via an informed, critical understanding of theories and research methodologies in business, management and related fields. Demonstrate an understanding of how these factors pertain to research problems in their specific area of employment.
- Undertake a research project in business and management and select and apply appropriate research methods and effective analysis.
- Deal with complex problems using an intellectual approach using thorough research and technological resources and tools provided by management and business disciplines or professions. By ensuring professionalism it will be possible to contribute innovative and unique elements to the greater body of scientific knowledge.
- Effectively retrieve and process information, and engage critically with current research and scholarship in an area of specialisation.
- Present and communicate effectively using academic or professional knowledge and research outcomes to discourse in academic and professional environments.



Doctor of Business Administration

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Career Opportunities

The dynamic nature of the MANCOSA DBA programme does not limit graduates to a particular field. Some of the generic career opportunities that the programme could expose graduates to, include:

- Corporate Executive
- Entrepreneur
- Researcher/Academic
- Thought Leader
- Specialist Consultant

Who Should Apply

The MANCOSA DBA is targeted at individuals who are (or are aspiring to be) in senior management or leadership positions.

Articulation

The MANCOSA DBA programme articulates horizontally with a PhD programme (in a cognate field). The programme also provides opportunities for postdoctoral research as a vertical progression and upskilling toward an academic career.

Admission Requirements

Minimum admission requirements for Pre-Registration (Phase One) of the MANCOSA DBA programme:

- Have a MBA or appropriate Master's degree with an overall minimum average of 55%; and with 55% in the coursework and 55% in the research component; or
- Have an appropriate research Master's degree with a minimum 55% pass.

To facilitate the selection process, applicants must additionally:

- Provide a statement of intent in the form of a concept note on the proposed study, in which the candidate motivates for his/her admission into the doctoral programme and outlines a preliminary research proposal;
- Provide three professional/academic letters of recommendation which attest to the candidate's academic ability to undertake doctoral studies and benefit from a DBA programme;
- Provide a copy of their Masters' thesis and any relevant publications or other recognised academic work (electronic);
- Possess a minimum of five years' relevant work experience; and
- Be prepared to participate in an interview.

DBA Programme Structure

The MANCOSA DBA programme is underpinned by exceptional support with individual and group supervision. A two-phase registration process ensures that candidates are appropriately selected and adequately prepared for the demands of the programme.

Phase One: Pre-registration

Part A – Doctoral Research Proposal Development Programme

Phase Two: Registration

Parts B, C and D Doctoral Research Development Programme

Phase One: DBA Pre-registration (Duration – six months)

Upon enrolment in the pre-registration phase of the MANCOSA DBA, a candidate is assigned a supervisor. The candidate will be required to work under the guidance of the allocated supervisor in developing a research proposal.

Additionally, the candidate should attend weekend research workshops during the pre-registration phase. After six months, candidates must present and defend their research proposals at a MANCOSA Colloquium.

Successful defence and the approval of a candidate's research proposal are required as eligibility criteria to register for the MANCOSA DBA programme.



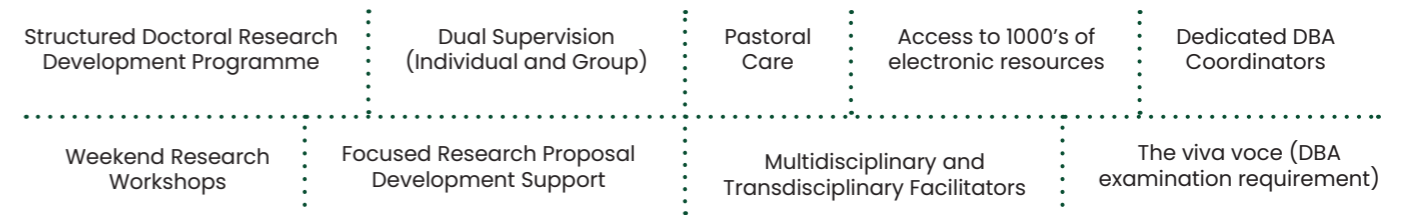
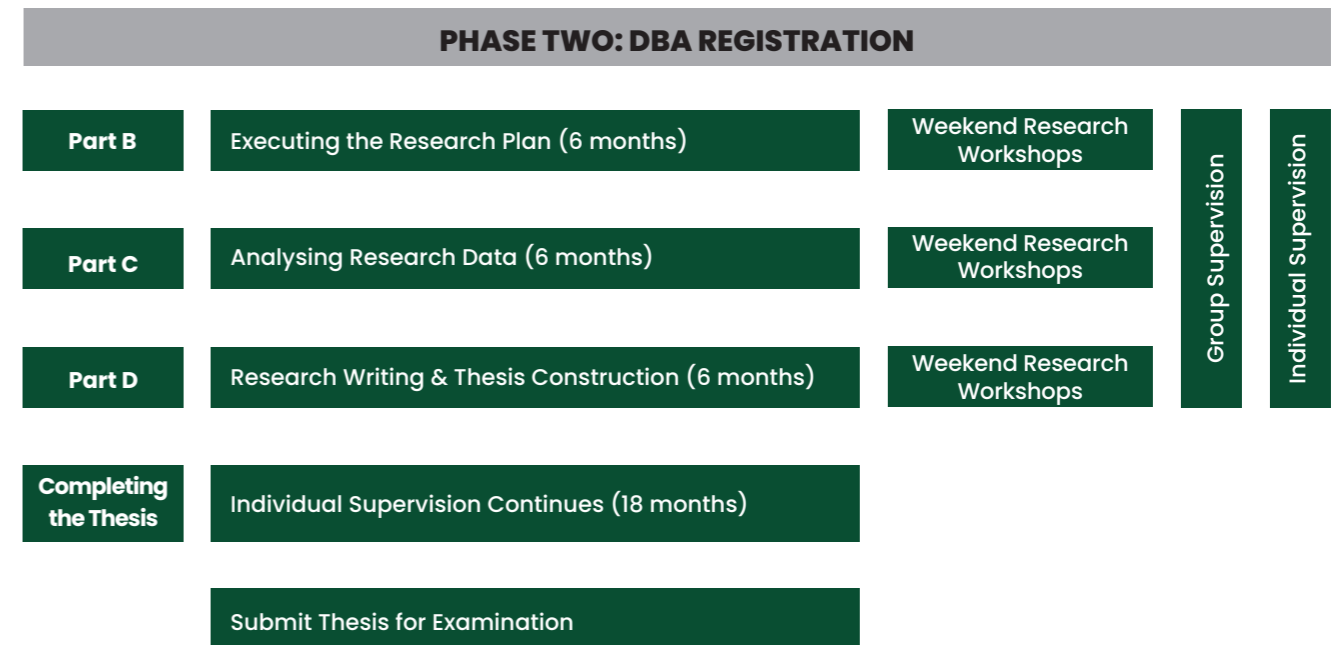
Exceptional Research Support

Not all doctoral programmes are created equal. The MANCOSA DBA has been developed to provide students with the optimal level of support during the course of their studies. Here are some of the reasons to choose the MANCOSA DBA: Weekend Workshops, Individual and Group Supervision.

DBA Programme Structure

Phase Two: DBA Registration (Duration – 36 months)

A candidate whose research proposal has been successfully defended and approved, will be eligible to enrol onto the MANCOSA DBA and continue with Part B (executing the research plan), Part C (analysing research data) and Part D (research writing and thesis construction). Each Part (B, C and D) is six months in duration. During each Part (six months), the candidate will be expected to attend weekend research workshops. Individual supervision will continue beyond Parts B, C and D, until a student has successfully completed the programme.





Senior Doctoral Faculty



Head of Research
Dr Nisha Singh (PhD)
University of KwaZulu-Natal



DBA Programme Coordinator
Dr Sharlene-Asia Naicker (PhD)
University of KwaZulu-Natal



DRO Manager
Dr Mfazo Clifford Madondo (PhD)
University of KwaZulu-Natal



Senior Research Associate
Dr Nontethelelo Tshivhase (PhD)
North-West University



Director: Academic
Professor Kiveshni Naidoo (PhD)
North-West University



Research Professor
Professor Abdullah Kader (DBA)
University of KwaZulu-Natal



Conferences and International Study Tours

Students are provided with opportunities to attend conferences and international study tours each year.

Students can:

- Present their concepts and preliminary research results and receive feedback from national and international audiences
- Learn about the institutional, political, cultural, socioeconomic and business environment specific to the country
- Gain exposure to a variety of sectors and functions and apply such knowledge to the relevant sectors in your country
- Apply theory and research skills to real national and international business issues
- Network with business leaders, fellow delegates, international students, researchers and the public from the host nation
- Provide opportunities for business leaders and future researchers to develop an appreciation and understanding of the global economy

DURBAN

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PIETERMARITZBURG

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