



Ghana Institute of Management  
and Public Administration

**GIMPA Business School**

Quality. Innovation. Connectedness

# GIMPA Business School

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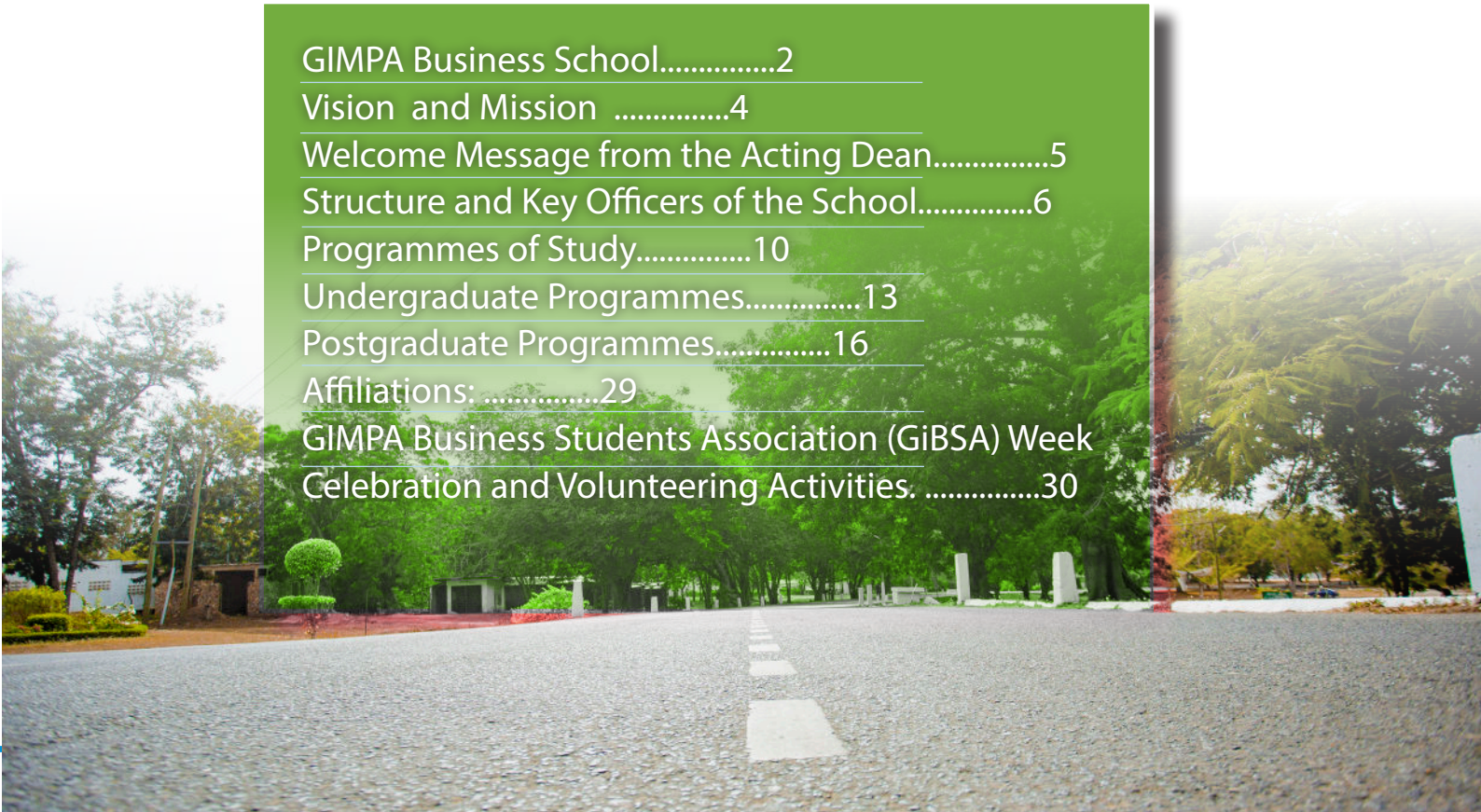
## About the GIMPA Business School

Established in 2005, it is the largest school in the Ghana Institute of Management and Public Administration (GIMPA). It emerged through the strategic consolidation of the Greenhill College and the Graduate School of Management. Renowned for its legacy of delivering superior business and management education, the GIMPA Business School (GBS) stands as the premier choice for business and management education in Ghana and beyond.

The establishment of GBS was a deliberate effort to harness the strengths and capabilities of the two academic units. This merger was envisioned to create a powerhouse of business and management education capable of equipping students with the knowledge and skills to navigate the modern and complex business world. The school has lived up to and surpassed its foundational goals, evolving into a cradle and hub for the development of future leaders and managers with a global outlook and impact.

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## VISION AND MISSION

### Vision

Our vision is to be a “School of Business Practice” focusing on the development and application of sustainable business, management and entrepreneurial knowledge in Ghana and Africa.

### Mission

This vision is underpinned by a mission that aims to develop authentic leaders to whom tomorrow’s businesses and society can be bequeathed.



**Prof. Ebenezer Adaku**

## **WELCOME MESSAGE FROM THE ACTING DEAN**

It is my pleasure to welcome you to the GIMPA Business School. As one of the leading business schools in Ghana and the West African sub-region, we understand that organisations are, essentially, communities of people who are activated for superior performance in the environment of trust and mutual respect. This notion encourages us to be people-centred, ethical and socially responsible.

At the GIMPA Business School, we constantly explore the future of work by nurturing meaningful academia and industry partnerships. For our students, this means diverse opportunities, practical training, curiosity, and lasting impact beyond the School. For faculty, this means endless research pathways, engagements with captains of industry and opportunities to create value for enterprises and society.

Our very essence is derived from the fact that businesses and society must be safe and constantly develop. This quest underpins our five-year Strategic Plan that focuses on developing authentic leaders to whom tomorrow's businesses and society can be bequeathed. We do this by creating an environment that fosters conscientiousness, inquisitiveness and networking for success. If you are passionate about quality, innovation and connectedness, we encourage you to join our vibrant community of faculty and students to amplify your impact.

I thank you!



## STRUCTURE AND KEY OFFICERS OF THE SCHOOL

The GIMPA Business School is led by an Acting Dean (Prof Ebenezer Adaku) and has 3 departments: Department of Management Science, headed by Prof Ebenezer Adaku, Department of Business Management, headed by Prof Fanny Quagraine and Department of Accounting & Finance, headed by Prof Emmanuel N. Gyamfi. The administrative unit of the school is led by Mr Aser Solomon Boakye-Boamah, an administrator with an enviable track-record in academic administration.

### **The GIMPA Business School Advantage**

Here are a few of the things that set us apart as a leading Business School:

#### **OUR FACULTY**

The quality of any educational institution rests in significant part on its faculty and staff. GIMPA boasts of the best set of faculty members in Ghana, ahead of any business school in the country. With more than 40 faculty members who have earned their Ph.Ds from leading universities around the globe, GIMPA Business School is the clear leader in

the field of business, management and entrepreneurship in Ghana. Dedicated and committed to their vocations, our faculty are willing and able to provide the requisite support that you will need as a student. In short, our faculty provide effective pastoral support for academic success.

### **CURRICULUM**

The BSc (Hons), MBA, EMBA, MRes, Ph.D and others are not just degrees at the GIMPA Business School. They are unique instruments to develop leaders who are well-versed and have a good appreciation of the intricacies of contemporary global management. The continual

exchange of ideas among students, mostly adults and practitioners and lecturers from diverse backgrounds and countries enhances learning and the wealth of experience gained at the School. The attention and support given to students to help them grow into authentic leaders are demonstrated in the small teacher-student ratio. Experience the difference in quality business and management education at our campuses in Greenhill (Accra), Kumasi, Takoradi and Tema.

### **INNOVATIVE TEACHING PEDAGOGY**

At GIMPA Business School, we employ cutting-edge teach-





ing methodologies designed to enhance the learning experience and bridge the gap between theory and practice. Our innovative pedagogy includes case teaching, where real-world business scenarios are analyzed, fostering critical thinking and problem-solving skills. We also utilize business simulation games that replicate the complexities of management decision-making, allowing students to apply their knowledge in dynamic and engaging environments.



Additionally, our curriculum incorporates interaction with seasoned business practitioners and thought leaders who share their insights and experiences in the classroom. This hands-on approach ensures that students not only understand theoretical concepts but also learn how to effectively apply them in real business situations. Experience a transformative educational journey that prepares you for the challenges of the modern business landscape!





## STUDY ABROAD

GIMPA Business School has secured exchange programme agreements with leading universities in Europe, the Americas, Africa and Asia. Students may apply to study for a semester or more at these universities. The experience exposes our students to right and emerging

business attitudes and practices of other countries thereby developing them into global leaders. Additionally, students will also build a global network of friends through these exchange programmes, not to mention the wealth and breadth of ideas obtained through diversity.



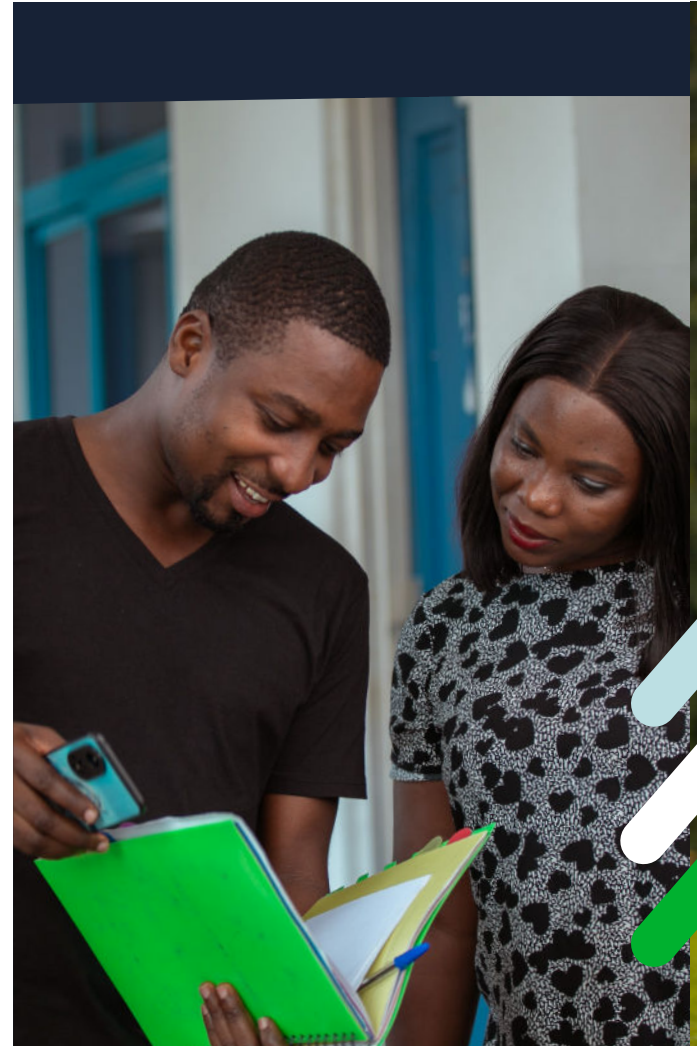
## PROGRAMMES OF STUDY

### **DIPLOMA IN MANAGEMENT STUDIES (DMS)**

The Diploma in Management Studies (DMS) programme is designed for senior high school leavers who seek either a qualification in order to enhance their employment prospects, who do not qualify for direct entry into the undergraduate programme or who need a foundation qualification in business studies in order to progress on to more business and management programmes.

The programme content provides students with a comprehensive overview of business and also provides knowledge about the manner in which businesses operate and how they are formed and structured. The functions and activities of the different business departments are also covered.

The aim of the DMS is to develop an appreciation of the management functions within organizations. Students are introduced to some of the key concerns of administrative managers within a rapidly changing environment, including appreciation of the need to manage information.





### **STUDENT PROGRESSION AND GRADUATION:**

A student who is admitted to the Diploma programme will normally go through a programme of study spanning a period of four (4) consecutive semesters.

A semester spans a period of 16 weeks – i.e. 13 weeks of lectures, 1 week of revision and 2 weeks of examinations. The programme may also be offered on an accelerated basis - i.e. 3 consecutive semesters.

The programme is made up of a total of 20 courses with each course worth three 3 academic credit hours (i.e. a total of 60 academic credit hours).

The DMS programme has 2 main components – the General Education and Business Core Courses components. A student will normally carry a work load of 15 academic credits per semester and must normally earn 60 academic credit hours to graduate. Students on the accelerated programme will carry a workload of 21 academic credits per semester. Students are required to pass each course on the programme. Failed courses must be repeated.



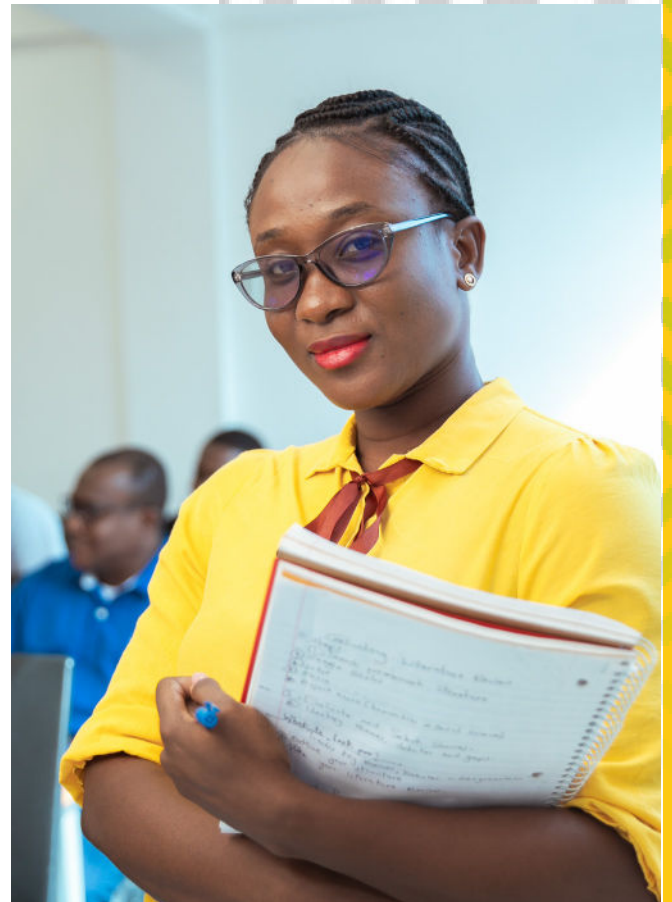
## **PROGRESSION FROM DIPLOMA TO DEGREE PROGRAMMES**

Holders of GIMPA's Diploma in Management Studies (DMS) or recognized equivalents, with a Cumulative Final Grade Point Average (FCGPA) of 2.53 or better are eligible to apply for admission to GIMPA's undergraduate degree programmes. All Diploma holders will be admitted to Level 200. Minimum Requirements for DMS Admission SSSCE candidates: passes (A-E) in three (3) core subjects

and three (3) elective subjects or better. WASSCE candidates: passes (A1-D7) in three (3) core subjects including English Language and Mathematics plus 3 relevant electives.

## UNDERGRADUATE PROGRAMMES

The GIMPA Business School (GBS) offers innovative programmes of study towards the award of a bachelor's degree (honours) in various business disciplines. The primary aim of the bachelor's degree programmes is to train and produce ethical and entrepreneurially-minded leaders who will contribute to Ghana and Africa's development. The curriculum is designed within the context of local and international demands on today's business leaders. Our programmes offer a comprehensive breadth of knowledge and practice that spans diverse areas of specialization. Students will take courses in the liberal arts to provide them with a wider set of thinking tools. Essentially, GBS' innovative programmes equip students with tools for analytical thinking, good judgment, entrepreneurship and other critical management skills needed by the next generation of leaders for both the private and public sectors. The future begins, here, with a GBS bachelor's degree (honours) programme.





If you value quality, innovation and connectedness for success and impact, then GBS is your perfect destination.

### **PROGRAMME TYPES**

GBS offers a diversity of programmes and specializations for undergraduate students. Potential students are SSCE/WASSCE graduates, HND Holders and those with other nationally-recognized postsecondary school qualifications. Students

choose their areas of specialization on admission. All programmes are full-time, even though courses may be offered in the day, in the evening or on weekends. We offer the following specializations under our competitive BSc(Hons) Business Administration programme:

- Accounting
- Finance
- Business Administration
- Procurement, Logistics and Supply Chain Management

### **THE CURRICULUM**

The Bachelor of Science Honours BSc (Hons) degree requires 128 credits, 21 credits in electives over the course of the programme. On the advice of the Dean or Head of Department, a student may take elective courses from other areas of specializations. Course exemptions may be granted to applicants with Higher National Diploma (HND) or other qualifications from a recognized institution. Students are also required to undertake courses

in business research methods and project report writing. These modules are to equip students with the requisite tools and knowledge to undertake project work in relevant areas of discipline. Students are organized into teams to work on industry-relevant projects and, in part, develop collaborative working skills among them. We also bring in seasoned professionals as part of our Practitioners Forum.

### MINIMUM REQUIREMENTS FOR BSC(HONS)

**ADMISSION:** SSSCE Candidates; Credit Passes A-D in six subjects comprising three core subjects, including English Language and Mathematics plus three relevant elective subjects; WASSCE Candidates; Credit passes A1-C6 in six subjects comprising three core subjects, including English Language and Mathematics plus three relevant electives; General Certificate of Education (GCE) Advanced Level Candidates - Passes in three subjects plus a pass in General Paper; . Mature applicants must have reasonable education and working experience and should have attained a minimum age of twenty-five (25) years at the time of submitting the

application. All mature students must write the Mature Students' Entrance Examination and pass a selection interview.

The examination, which will cover:

- Quantitative & Analytical Tools
- English and
- General Studies



## POSTGRADUATE PROGRAMMES

### POSTGRADUATE DIPLOMA IN BUSINESS ADMINISTRATION (DBA)

The goal of the Diploma programme moves beyond the basic concepts introduced in the Certificate in Business Administration to focus on core business functions.

The goal is to give students a deeper understanding of key business functions within a firm. Students are encouraged to explore these functional areas in preparation for more advanced career positions.

Applicants of the Postgraduate Diploma must have obtained a Bachelor's degree in business from GIMPA (or their equivalent as certified by GIMPA).

Candidates with the final qualifications of professional bodies in business-related areas (e.g. ACCA, ICA, ICSA, CIPS, CIMA, ILT, PMP) may also apply.

### MASTER OF BUSINESS ADMINISTRATION (MBA)

The Master of Business Administration (MBA) is a post-baccalaureate professional degree geared towards those who have had little to moderate management experience since graduation. The programme is designed to enhance your competitiveness in a globalizing business world where your ability to leverage your







skills and other resources is increasingly becoming important. At GBS, you will learn to manage complexity, ambiguity and change as you examine business issues in a global environment using multiple perspectives. You will also learn to be analytical and critical in your thinking, toward enhanced decision-making. Additionally, the programme has a feature termed “Time with Captains of Industry” where students are exposed to seasoned senior executives of leading business organisations, locally and internationally, to learn – firsthand – the art of management and leadership. This way, we at the GBS, intentionally bridge the gap between theory and practice.

The programme is run in 3 formats: Evening, Weekend and Modular. Campuses in Greenhill (Accra), Tema, Kumasi and Takoradi may run different formats depending on demand.

- The Evening programme is run over a 2-year period of 4 semesters.
- The Weekend programme is run over a two-year period of 4 semesters.

- The Modular programme is an intense learning experience based on a total of five 4-week sessions at five-month intervals (i.e. January and June every year).

are strongly encouraged to enroll on the GIMPA Postgraduate Diploma in Business Administration (DBA) programmes at the Business School.

**MINIMUM REQUIREMENTS FOR ADMISSION:** An applicant is required to have earned a bachelor's degree or the equivalent as follows:

- The applicant must have a good first degree with a minimum of 2nd Class Lower Division minimum plus one (1) year of professional experience OR
- The applicant must hold a relevant chartered professional qualification plus three (3) years of post-qualification experience OR
- Applicants with degree classifications lower than 2nd Class Lower plus one (1) year of professional experience must pass an interview session at the GIMPA Business School.
- Applicants without business or management degrees or training in such areas

## **EXECUTIVE MASTER OF BUSINESS ADMINISTRATION (EMBA)**

The Executive Master of Business Administration (EMBA) is a professional degree specifically designed to equip graduates with the knowledge, attitude and skills required by chief executives and other top level managers to effectively surmount the leadership and managerial challenges they face in their organizations. As such, the programme adopts a generalist perspective that is relevant to those at senior levels of management. The programme does not provide for specialization in any functional area of business. The EMBA curriculum has been designed to meet international standards and to prepare participants for competing in the global environment. Developing effective leaders is at the heart of this programme. Hence, arrangements are made on the programme

to bring to the classroom accomplished and notable business leaders, locally and internationally, to interact with our students. Through this opportunity, our students identify business and leadership mentors who support them to navigate complex career challenges, thereby amplifying their impact in the business world. At the GBS, we recognize the busy lifestyle of senior managers seeking advanced management degrees.

attend in person lectures one weekend in a month over a one and half year duration;

- Modular option - focusing on an intense learning experience based on a total of three 4-week sessions at five-month intervals (i.e. January and June every year) over a one and half year duration.



The programme is therefore run on the following flexible formats:

- Monthly option – where students

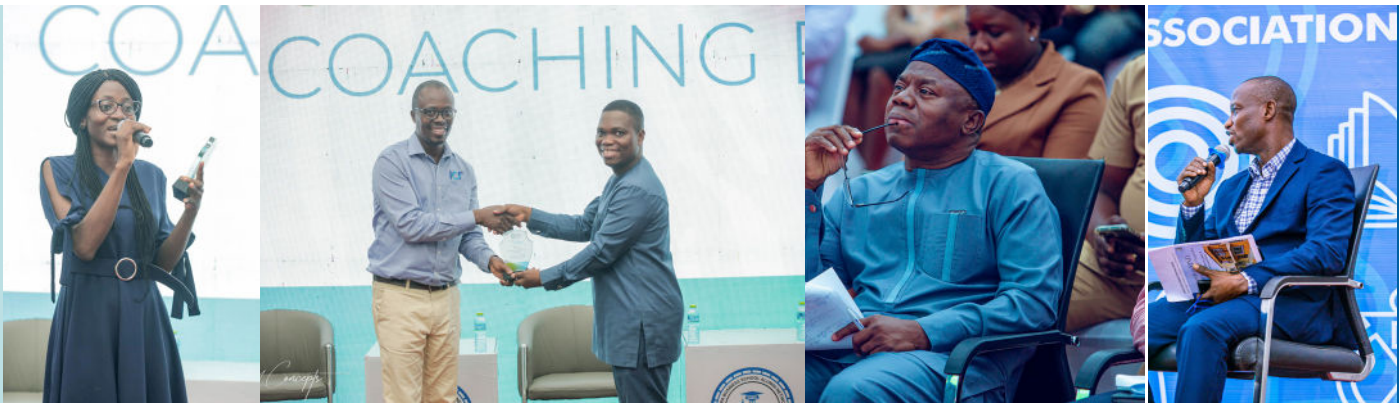
**MINIMUM REQUIREMENTS FOR ADMISSION:** An applicant is required to have earned a bachelor's degree or the equivalent as follows

- The applicant must have a good first degree with a minimum of 2nd Class Lower Division minimum plus five (5) years of professional experience OR
- The applicant must hold a relevant chartered professional qualification plus five (5) years of professional experience. OR
- Applicants with degree classifications lower than 2nd Class Lower plus five (5) years of professional experience must pass an interview session at the GIMPA Business School.

## 1 YEAR MASTERS PROGRAMMES

The one-year masters is a comprehensive programme designed for candidates with an undergraduate degree and minimal work experience.

Additionally, practitioners intending to switch careers can take advantage of these programmes to achieve that goal. Our programmes aim to cultivate technocrats in diverse fields while simultaneously fostering entrepreneurial skills. Graduates will be equipped not only with advanced knowl-



edge and mindset and practical skills needed to thrive in today's competitive business landscape. If you aim to be a functional manager or specialist in any chosen field of business and management, then our carefully designed one-year master programme is for you. With any of our array of programmes, you are guaranteed to elevate your career and become a sought-after professional! Our specializations include:

- Accounting and Finance
- Development Finance
- Marketing
- Human Resource Management
- Supply Chain Management
- Project Management

Our program aims to cultivate technocrats in these diverse fields while simultaneously fostering entrepreneurial skills. Graduates will be equipped not only with advanced knowledge and expertise but also with the innovative mindset and practical skills needed to thrive in today's competitive landscape. Elevate your career and become a leader in your chosen specialty!

## **DOCTOR OF PHILOSOPHY IN BUSINESS ADMINISTRATION (PH.D.)**

The Doctor of Philosophy (Ph.D.) programme prepares graduates for research, consulting and teaching careers in various academic institutions, businesses and in the research departments of organizations. Graduates of the programme are expected to make significant contributions to the advancement of knowledge of business practices through research and to disseminate such knowledge through their teaching and publications. The curriculum is designed to provide graduates with in-depth exposure to a specific business discipline as well as sophisticated analytical/research methods. Students are expected to complete the doctorate in four years.

The programme consists of a substantive mix of specialization courses, advanced research methods and a thesis. All graduates must take a minimum of 27 credits of coursework plus a 3 credit Ph.D thesis proposal and 30 credit Ph.D thesis. Typically, a student will take 3 or 4 courses during each 4-week modular session (in January and June).



## **AREAS OF STUDY**

The Ph.D. Business Administration programme at GBS offers the following 6 fields of study specialisations:

- Accounting
- Finance
- Supply Chain Management
- Marketing
- Management (HRM or Strategy focus)
- Project Management

## **MINIMUM REQUIREMENTS FOR ADMISSION:**

- A GIMPA Master of Science or Master of Research Degree in Business Administration or its equivalent from an accredited college or university with a GPA of 3.3 or higher or equivalent as determined by the admission committee.
- Applicants possessing a good Master's degree with a GPA of 3.3 or higher (or equivalent) from other accredited universities shall be considered for admission

- Applicants with first class honours degree in a relevant area at the Bachelor's level from an accredited reputable university. Such students will be required to take relevant masters' degree courses.
- An application interview is mandatory to verify professional experience and suitability for the programme

## **DOCTOR OF MANAGEMENT (DMGT)**

The Doctor of Management (DMGT) programme is designed to provide graduates with the tools to improve management practice. There is a distinct lack of scholar-practitioners nationwide, and in most countries, are devoted to the advancement of practice. The programme is designed to help remedy this situation. The proposed programme is designed for professional and senior executives with extensive managerial experience who are looking to acquire knowledge that will enable them transform business practice. It aims at developing scholarpractitioners with superior research

and analytical skills that can be applied to critical issues in the world of business. The emphasis is on applied theory and research. As a result, the programme is designed around action research. Thus, the research approach emphasizes topics that reflect the intersection of theory and contemporary business. The Doctor of Management (DMGT) is a nonresident programme with visits to campus one weekend each month for 20 hours of face-to-face interaction. This allows students flexibility to complete their studies without having to sacrifice their careers. During these weekend residencies (Friday through Sunday), there will be face-to-face classroom instruction, seminars, and networking events. The programme is a three-year (six-semester) general management, lockstep programme consisting of 12 three credit courses, 2 two credit research papers, 1 two credit research proposal and a 20 credit thesis. It requires 62 credits to complete.

#### **MINIMUM REQUIREMENTS FOR ADMISSION:**

- Master's degree in any discipline with a GPA of 3.0 or its equivalent as determined by GIMPA

- 5 years post master's degree senior management experience (i.e. typically at General Manager, Head of Department/Division, Director, or CEO/MD level)
- An application interview is mandatory to verify professional experience and suitability for the programme.

#### **MASTER OF RESEARCH IN BUSINESS ADMINISTRATION (MRes)**

The MRes is a research-based degree that prepares graduates for academic careers in various functional areas of business at tertiary institutions and in the research departments of organizations. The programme emphasizes the development of skills in understanding theory, the research process and methodology. Graduates of the programme are expected to make contributions to the advancement of knowledge of business practices through research, teaching and consulting. It is also designed for those interested in acquiring a doctoral degree in the future.





The programme offers training to an advanced level in a range of management and business research methods. It will be particularly relevant for those who work in a commercial or professional environment where research plays a significant role, or those who plan to study for a PhD. The

curriculum is designed to provide graduates with a focused perspective of business plus an in-depth exposure to relevant research methods. The MRes can be pursued as a stand-alone degree or as part of a planned PhD when an appropriate conditional offer of admission to the doctoral programme has been made at the GIMPA Business School. The MRes

in Business Administrations programme is offered in the following specialisations:

- Accounting
- Finance
- Supply Chain Management
- Marketing
- Management (HRM or Strategy focus)
- Project Management

### MINIMUM REQUIREMENTS FOR ADMISSION:

- Strong quantitative background and/or research orientation;
- 2nd Class Upper Division minimum for graduates in business, economics and other social sciences;
- 2nd Class Lower Division minimum for graduates in mathematics, statistics and engineering related sciences;
- For the programme in Accounting, a terminal professional qualification would be an added advantage

The image shows two research seminar posters from GIMPA Business School. The left poster is for a seminar titled "The Art of Doctoral Supervision" presented by Prof. Moses Acquah on 30th May 2024 at 2:00 PM. The right poster is for a seminar titled "Publishing High Quality Journal Articles And Dealing With Journal Editorial Processes" presented by Prof. Ellis L.C Osabutey on 20th June 2024 at 2:00 PM. Both posters include Zoom links and contact information for the presenters.

## RESEARCH

GBS faculty engage in high-quality and cutting-edge research in business-related areas, frequently attending and presenting research papers at top academic conferences in their respective fields across the globe. Our faculty research outputs have won awards and received international recognition. The research works of faculty at the GBS have not only benefited from funding from global organisations such as the World Bank, European Union, among others, but have also opened doors for them to

serve as ad hoc reviewers, members of editorial boards and associate editors of leading journals in their respective fields. Additionally, GBS faculty lend the insights obtained from research and teaching to organisations through consulting and regularly contribute to public discourse in the media.

### STUDENT ENGAGEMENTS AND CLUBS

At the GBS, we provide a congenial environment for self-discovery and leadership development for our students. Some of the vehicles for delivering this objective are our active student clubs. GBS currently boasts of two main clubs: GIMPA Business Students Association (GiBSA), the umbrella student club, and Project Management Students Club. Our students through these clubs lead community engagements and volunteer efforts.

### EXTERNAL RELATIONS AND GLOBAL FOOTPRINTS

To enhance its academic, research and internationalization objectives, GBS collaborates with several leading universities in Africa, Europe and North America.

Some of our partner Universities include:



UNIVERSITY OF COLOGNE



In addition to relationships with foreign Universities, GBS maintains relationships with international organizations. Thus, GBS hosts international conferences, foreign dignitaries, public lectures among others. GBS is a proud member of both the Association of African Business Schools (AABS) and the Global Business School Network (GBSN). GBS is also affiliated with EFMD Deans Across Frontiers (EDAF).

All this is in line with the School's global mindset (connectedness). Finally, GBS fosters relations with the local industry through the practitioners' forum, incubator projects, student placements as well as organizing and participating in inter-University challenges and elevator pitch contests.



## AFFILIATIONS:

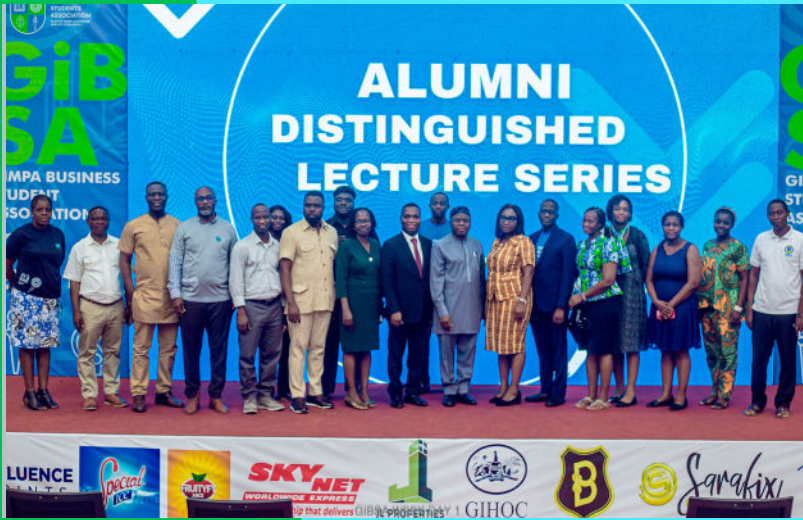


Association of African  
Business Schools



# GIMPA BUSINESS STUDENTS ASSOCIATION (GiBSA) WEEK CELEBRATION AND VOLUNTEERING ACTIVITIES









## FOR MORE INFORMATION, CONTACT

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