



EMBA: Conduit to Achievement

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Too often resumés are draped with qualifications and achievements which may not sufficiently reflect the skills, experience, expertise and accomplishments relevant to the organisation's needs. In that case, it is highly unlikely you will get that job. You need to show relevance, and if that is missing you must add it. The question employers ask themselves, first and foremost, is whether you can perform - especially in dynamic and economically trying times. The ability to implement new knowledge, soft skills and best practices beyond technical specialisation, is therefore a highly valued competency. It is for this reason that experienced managers around the world choose to study for the Executive MBA (EMBA) - an advanced programme focused on developing key competencies to address the needs of current working environments.

"The Executive MBA (EMBA) programme is an unrivalled opportunity to embrace global business perspectives and network with professionals from almost every industry and job function across the globe," says Professor Neeta Baporikar, who heads the HP-GSB's newly-introduced EMBA. The programme equips candidates with



Professor Neeta Baporikar
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vital skills and knowledge. The Harold Pupkewitz Graduate School of Business EMBA programme is transformational as it not only arms participants with a diverse and dynamic skills set, but leaves them with a reinvigorated perspective on effective decision making and career choices. In addition, the EMBA encourages participants to apply theory and practice gained through rigorous case

study analysis for solving the real-life problems encountered in/by Namibian organisations.

"The EMBA offers results that last," Baporikar says. "According to the 2013 Financial Times EMBA survey, EMBA graduates increase their salary by 53% just three years after graduating. But it's more than just the financial return that resonates. The experience is transformational as one gains increased confidence, self-awareness, fluency in the language of business, and a broad business skill-with a global reputation and international networks," she explains.

EMBA programmes adopt Case Based Learning, or the Case Method of Instruction (CMD), to enhance the effectiveness of the learning experience. Cases may describe problems facing individuals, groups, institutions, organisations and countries. The method develops a host of skills such as: analytical, application, communication, creativity, decision making, and negotiations. "In Namibia, there is increasing emphasis on this method-and a conscientious effort is being made at HP-GSB to generate Namibian cases to bring in realism and relevance," Baporikar says.

HP-GSB seeks to have a direct impact on the personal, intellectual and economic development of the people and organisations of Namibia. Participants gain international exposure in Germany and South Africa through elective courses in

the area of International Management and Leadership (Euro-African Context or SADC Context).

The EMBA provides a 360-degree assessment which helps to examine candidate strengths and weaknesses and establishes a framework for setting holistic goals.

"It is a route for growth and development and at the end of day the EMBA would be a self-chosen path to transforming oneself for professional development. Our ability to learn what we need for tomorrow is more important than what we know today," Baporikar says.

"Effective professional development enables individuals to develop the knowledge and skills they need to address organisational and individual learning challenges. To be effective, professional development requires thoughtful planning followed by careful implementation with feedback to ensure it responds to individuals learning needs, taken care at HP-GSB EMBA," she concludes.

In addition, HP-GSB's Executive Education arm offers selected recognised EMBA modules as seven to ten day programmes to executives who meet the NQF Level 9 requirements. Registration is currently ongoing for August and September 2015 Foundational Leadership and Risk Management executive workshops.

Visit hpgsb.polytechnic.edu.na for more information about HP-GSB Executive Education.

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