



**Nobel International Business School**  
**Africa's Premier Doctoral School™**  
Accra, Ghana

# Doctor of Philosophy (Ph.D.) & Professional Doctorate Programs

Ultimate Degree Programs for Experienced Executives





# Message from Executive Dean



**Professor Kwaku Atuahene-Gima**  
Founder & Executive Dean

Dear Doctoral Candidate,

Welcome to the internationally renowned Nobel International Business School (NiBS) in Ghana's capital, Accra.

I am delighted that you are considering our institution for your doctorate. Today's business executives in Africa face unprecedented challenges that require an uncommon sense of leadership and the ability to gain deep insight into the issues that define the corporate and organizational landscape. NiBS is a boutique business school, the first in Africa to offer a post-graduate degree model designed and delivered with the busy executive in mind. You will find in this brochure critical features of our executive-friendly Graduate-On-Time (GOT)

educational model. We hope they will inspire you to join us.

NiBS attracts already successful executives and others with excellent leadership potential driven by an intellectual curiosity about complex organizational problems. Our students want to become more skilled and confident executives facing the challenges of their organizations with high-quality research approaches.

Each of our doctorate programs offers you an enriching academic experience and provides the tools and skills to help you take advantage of future opportunities. Under the guidance and support of our accomplished faculty, you have the unique opportunity to create new knowledge through a formal dissertation.

With over 200 doctoral students, NiBS is small but still the largest African doctoral school. One of our most critical tasks is to provide you with the knowledge and skills connecting theory, research, and practice. We prepare you to become a scholar-practitioner for the challenges you will face in the future, either in the corporate world, academia, or both.

Please get in touch with our academic admission team; they are here to assist you with all the necessary formalities.

I wish you a successful time at our university.



**Truly  
Africa-Focused  
Research**



**Executive-Friendly  
Block Format  
Delivery**



**Proven  
Reputation**



**State-of-the-Art  
Campus**



**Expert  
Faculty**



**Flexible  
Payment Plans**



**Graduate-  
On-Time**

# Why is a doctorate right for you?

There are many reasons why executives like you take on this arduous task, knowing the time and financial demands of a higher degree program. Interviews with our students suggest that:

- Many want to prove that they can achieve the highest academic qualification and become thought leaders in their professions.
- Most want to leave a lasting legacy – produce a thesis that creates new contributions to business management knowledge and practice in Africa.
- Some want to demonstrate to their children and grandchildren the value of education and hard work - that you can achieve anything you want.
- Others want to build new knowledge and skills to advance their careers or branch into new jobs such as consulting or teaching.
- Others want to go beyond learning about existing knowledge to a whole new level - creating and sharing new knowledge and practices to change how companies operate.
- Almost everyone wants, at some point, to pursue an academic career to help students qualify for the real world.

Whatever their reasons, all our students want to build a better world by asking new and interesting questions, to discover new answers, new ideas, knowledge, and practices to improve organizations and society.

## Your Concerns and Challenges

As a busy executive, you have several concerns about taking on the doctoral study task. These include:

- Juggling work, family, and trying to squeeze in doctoral study.
- Whether you can complete the program.
- Whether or not you will receive the support you need to navigate the program.
- Whether you can earn your degree in the period required.





## Why Choose NiBS?

### We provide Solutions to your Concerns & Challenges



#### **Graduate-On-Time (GOT) Model**

We pioneered the executive doctorate program in Africa. As a new business school, we started from a clean slate, so we do things differently to create an executive-friendly Graduate-On-Time (GOT) Model that takes care of your concerns.



#### **Thesis Supervision System**

We have a creative supervision system in which a lead supervisor works with a group of lecturers and research fellows, and external thesis readers on your thesis. Our approach ensures effective monthly feedback sessions and interaction between you and the lead supervisor. We use the journal peer review process as an additional level of supervision.



#### **Executive-friendly creative program design and delivery**

Each course is delivered face-to-face on campus and, where necessary, LIVE online sessions in a BLOCK FORMAT over 2 - 3 days every few months. The program schedule is given to you in advance to allow you to plan your busy calendar.



#### **Supervisor Feedback Service Promise**

We have developed specific periods for supervisors and lecturers to provide feedback on examinations, assignments, and thesis chapters. We encourage students to report any service failure for remedial action.



#### **Timely Completion**

You start your doctoral thesis work from day one. We combine coursework with thesis writing to ensure that all your assignments are related to your thesis. This approach ensures speed and timely completion by avoiding the problems associated with the traditional method of thesis completion.



#### **Research Fellow Support System**

Under agreed policy guidelines, full-time research fellows assist you in research over the entire duration of the program.



### Thesis Writing Workshops

Under the traditional education model, thesis writing is unstructured, ad-hoc, and lonely. No wonder many students complete the coursework and never get to complete the thesis. We organize a hands-on thesis writing workshop either online or on-Campus, where students receive guidance from the supervision team supported by Research Fellows. Each thesis writing workshop lasts a minimum of 8 hours.



### Scholarships & Installment Fee Payment Plan

We offer scholarships of significant value to students who meet certain conditions and flexible payment terms.



### Publications

We encourage and work with each student to produce a research publication before graduation.



## Our Student Profile

Our students:



Are established leaders in business, public sector organizations, politics, etc., with at least 15 years of substantial experience.

Have demonstrable leadership experience necessary to identify and research relevant and timely business and organizational problems.

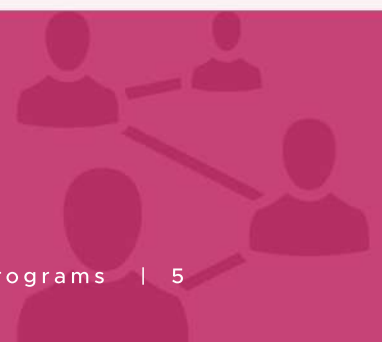


Are driven by an intellectual curiosity about complex organizational problems in Africa and the desire to research real-life challenges to make decisions based on research evidence.

Come from countries across Africa, including Ghana, Nigeria, Sierra Leone, Liberia, Cameroon, Togo, Benin, Uganda, Zimbabwe, etc.



## Network with Accomplished Leaders with Deep Knowledge of Africa



# Academic Ph.D. vs. Professional Doctoral Programs

## Similarities

Both the academic Ph.D. and professional doctoral programs have essential similarities

- Participants in both types of programs earn the 'Doctor' title as a result of completing the doctoral dissertation
- The duration of both programs is typically three years
- Faculty with doctorates teach both programs
- Participants in both programs conduct original research that must contribute new knowledge of practical value.
- Graduates are trained to teach and publish research output

## Differences

There are important distinctions between the two types of doctoral programs.

Academic Ph.D. Program	Professional Doctoral Program
<b>Target Group Profile</b>	
<ul style="list-style-type: none"> <li>• Students are typically fresh or recent graduates with little or no industry work experience.</li> </ul>	<ul style="list-style-type: none"> <li>• Professional Doctorate participants are working professionals or senior managers with deep professional experience and of substantial standing in their respective fields</li> </ul>
<b>Research Focus</b>	
<ul style="list-style-type: none"> <li>• Academic Ph.D. students find knowledge gaps in existing theories and techniques and discover new ones that can solve real-world problems.</li> </ul>	<ul style="list-style-type: none"> <li>• Participants apply existing theories and techniques to practical situations, solving real-world challenges in their companies and industries.</li> </ul>
<b>Faculty Members Involved</b>	
<ul style="list-style-type: none"> <li>• Academic faculty members who publish in academic journals &amp; conferences teach courses</li> </ul>	<ul style="list-style-type: none"> <li>• Academic faculty members are supported by current or former industry practitioners with doctorate degrees.</li> </ul>
<b>Publishing Research Output</b>	
<ul style="list-style-type: none"> <li>• Focus on publishing their results in academic journals and conferences targeted at academic readers.</li> </ul>	<ul style="list-style-type: none"> <li>• Though they may publish their work in academic journals, they typically focus on publishing to a broader managerial audience and professionally-oriented community.</li> </ul>
<b>Post-Graduation Career Path</b>	
<ul style="list-style-type: none"> <li>• Graduates train for university faculty or R&amp;D positions in top-tier institutions &amp; organizations.</li> </ul>	<ul style="list-style-type: none"> <li>• Graduates train to bring applied scholarship to professional practice and teaching-oriented university faculty positions.</li> </ul>

# Doctor of Philosophy (Ph.D.) in Business Administration

## OVERVIEW

The Academic Ph.D. program prepares candidates for research and teaching careers in higher education and occupations requiring advanced research and analytical capabilities in research departments, consulting, banking, government, etc. You will:

- Acquire the knowledge and expertise required to identify, understand, and successfully tackle a key research issue in a specialized business and management study area.
- Develop analytical and research skills in formal social inquiry required to define and address a complex issue in-depth.
- Demonstrate expertise in a specific topic area through designing, executing, and completing a doctoral thesis that contributes new theoretical and empirical knowledge and practice.
- Demonstrate ability to disseminate new knowledge through publications in academic and practitioner journals and other outlets.
- Develop critical skills in designing and delivering educational courses through understanding the theory and practice of teaching in tertiary institutions.

## SPECIALIZATIONS

You have an opportunity to specialize and complete your thesis in one of five disciplinary areas:

- Marketing
- Finance
- Strategy & Innovation
- Management
- Organizational Leadership

## TYPE OF CANDIDATES

The Ph.D. in Business Administration program attracts two types of candidates:

- Young graduates who want to become university faculty to research to add to the body of knowledge in their chosen disciplines.
- Experienced business executives who would

like "to give something back" by becoming effective educators in Universities may be considered case by case.

## ADMISSION REQUIREMENTS

- Master or MPhil Degree in business, management, and related areas,
- Applicants must attain a minimum GPA of 2.75.
- Applicants with a professional accounting qualification, e.g., ICAG, ACCA, CIMA, etc., in addition to a non-research EMBA, a non-business-related MBA, MA, or MSc from an accredited university/college with a minimum 3.0 CGPA, must complete a foundation bridge program.
- International applicants may be admitted based on qualifications from their home country universities, for which equivalence shall be determined by the Ghana Tertiary Education Council (GTEC) and submitted to the university.
- Applicants from non-English speaking countries need to provide evidence of English language proficiency.

## DURATION AND COURSES

### Year 1

- Foundation courses
- Research Methodology Courses

### Year 2 & 3

- Specialization Research Courses & Seminars
- Research Proposal & Defence
- Academic Writing & Publishing
- Teaching Seminar & Practicum
- Doctoral Thesis Project & Defence
  - Candidates must complete a 50,000 - 60,000-word thesis under the guidance of a supervisor. A completed thesis will be examined by independent external examiners. Candidates are required to attend a final oral public presentation and defence of the thesis. The jury consists of a thesis examination committee with members who are experts in the field.





## DEGREE AWARDED

- Doctor of Philosophy (Ph.D.) in Business Administration by Ghana Institute of Management & Public Administration (GIMPA)



## TESTIMONIALS



**Dr. Eric Gonu**  
University of Cape Coast,  
Lecturer

“ I am currently a lecturer at the University of Cape Coast, Ghana. I received my Ph.D. in November 2021. Studying at the Nobel International Business School has been enjoyable for me. I had many opportunities and resources during my past four years of Ph.D. study. I was also able to attend a variety of excellent training sessions and academic seminars. My supervisors were very experienced and supportive, and willing to offer suggestions. The collaborative atmosphere at NiBS helped me. I have gotten valuable feedback on my research from interactions with faculty members and Ph.D. peers. ”

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**Dr. Jewel Enyonam Ewoade**, Ph.D.  
Lancaster University  
Ghana, Lecturer

“ The NiBS Ph.D. model worked very well for me for four reasons. First, the modular system was designed with the needs of a working student. Such that one can still work and do it alongside. Second, the faculty, led by Prof. Kwaku Atuahene-Gima, was also very knowledgeable, and I appreciated how they came alongside to help shape my work into a good outcome. I also enjoyed the open-door policy they kept. ”

Another thing I appreciated was the research fellows' support. While they would certainly not do your work for you, I found the research fellows at NiBS to be very resourceful and willing to help you navigate complex aspects of the work. Finally, the flexible fee payment structure made it possible to pay my fees comfortably. Overall, it was a worthwhile experience doing my Ph.D. at NiBS, and I highly recommend the program! ”

# Doctor of Business Administration (DBA)

## OVERVIEW

The mission of the DBA program is to develop executives to more effectively understand new trends in business & management so that they can assume senior management and leadership responsibilities. It aims to:

- Enable experienced executives to develop a deeper understanding of management theory and research.
- To demonstrate expertise in a specific topic area through designing, executing, and completing a doctoral thesis that contributes to knowledge and practice of the field.
- To demonstrate the ability to disseminate new knowledge through publications in practitioner journals, conferences, and, where possible, academic outlets.
- To develop critical skills in designing and delivering educational courses through understanding the theory and practice of teaching in business in tertiary institutions

## TYPE OF STUDENTS

- The DBA attracts participants who are working professionals or senior managers with deep professional experience and substantial standing in their respective fields

## ADMISSION REQUIREMENTS

- Master's degree in Management, Business (e.g., MBA) with five years of management experience, or
- Professional qualification such as ACCA, and ICA, that demonstrates foundation knowledge of business and management; with five years of management experience, or
- First degree in business and management with a minimum of 10 years of management and leadership experience, or
- Master's degree in non-business discipline – must complete and pass at credit level the foundation program.
- International applicants may be admitted based on qualifications from their home country universities, for which equivalence

shall be determined by the Ghana Tertiary Education Council (GTEC)

- Applicants from non-English speaking countries need to provide evidence of English language proficiency.

## DURATION AND COURSES

### Year 1

- Business & Management Core courses
- Research Methodology Courses

### Year 2 & 3

- Research Proposal & Defence
- Academic & Managerial Writing & Publishing
- Teaching Practicum
- Doctoral Thesis Project & Defence  
- Candidates in the doctoral program must complete a 35,000 - 40,000-word thesis on any business or management issue under the guidance of a supervisor. Independent external examiners will examine a completed thesis. Candidates must attend a final public oral presentation and defend the thesis. The jury consists of a thesis committee with members who are experts in the field.

## DEGREES AWARDED

You receive 2 degrees awarded by SBS Swiss Business School (University of Applied Sciences), Zurich, Switzerland.

- Master of Applied Business Research (MABR)
- Doctor of Business Administration (DBA)





## TESTIMONIALS



**Dr. Ransford Annetey Abbey**  
Host, Good morning Ghana, Metro TV  
Cohort 5

“ I was looking for a Ph.D. program that was flexible enough to fit my work-family schedule because I'm a highly busy executive. NiBS provided everything I needed, including a flexible schedule, knowledgeable teachers, helpful research assistants, and a reasonable payment plan. The DBA program at NIBS has significantly increased my intellectual ability and given me a helpful industry perspective as a business executive and leader. ”

Contact information

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**Dr. Afua Asabea Asare**  
Chief Executive Officer,  
Ghana Export Promotion  
Authority, Cohort 3

“ The program was a turning point from a personal and professional perspective. On a personal level, it gave me a platform to interact with diverse groups of people – both members of my cohort and professors from various countries with varied work experiences and expertise. I got a better sense of the international business environment, and I believe that I am a more rounded professional with knowledge and understanding of making decisions based on evidence. This capability has brought an exciting twist to how I view the next chapter. ”

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# Doctor of Business Leadership (DBL)

## OVERVIEW

The NiBS DBL program is designed to develop and prepare executives to assume overall leadership responsibility within organizations operating in intensely competitive national and global markets. It aims to:

- Enable business leaders to develop their skills in understanding, evaluating, and creating new knowledge within their profession, thereby contributing to the development/enhancement of professional practice in business leadership.
- Enable experienced business leaders to develop a deeper understanding of leadership theory and research.
- Develop practitioner-scholars who will conduct and publish the results of rigorous applied leadership research that advances an area of knowledge and practice.
- Develop academically sound business leaders who can teach/transfer their knowledge in the various fields of leadership and governance.
- Produce a thesis or portfolio based on high-quality original research of publishable standard (suitable for dissemination into their profession).

## TYPE OF STUDENTS

- The DBL attracts participants holding board and other senior leadership positions in private and public sector organizations. They have deep professional leadership experience and are of substantial standing in their respective organizations.

## ADMISSION REQUIREMENTS

- Master's degree in Management and Business (e.g., MBA) with five years of management experience, or
- Professional qualification such as ACCA, and ICA, that demonstrates foundation knowledge of business and management; with five years of management experience, or
- First degree in business and management with a minimum of 10 years of management

and leadership experience, or

- Master's degree in non-business discipline – must complete and pass at credit level the foundation program.
- International applicants may be admitted based on qualifications from their home country universities, for which equivalence shall be determined by the Ghana Tertiary Education Council (GTEC)
- Applicants from non-English speaking countries need to provide evidence of English language proficiency.

## DURATION AND COURSES

### Year 1

- Business & Management Core courses
- Research Methodology Courses

### Years 2 & 3

- Research Proposal & Defence
- Academic & Managerial Writing & Publishing
- Teaching Practicum
- Doctoral Thesis Project & Defence  
- Candidates in the doctoral program must complete a 35,000 - 40,000-word thesis on a leadership issue under the guidance of a supervisor. Independent external examiners will examine a completed thesis. Candidates must attend a final oral public presentation and defense of the thesis. The jury consists of a thesis committee with members who are experts in the field.

## DEGREES AWARDED

You receive 2 degrees awarded by SBS Swiss Business School (University of Applied Sciences), Zurich, Switzerland.

- Master of Applied Business Research (MABR)
- Doctor of Business Leadership (DBL)





## TESTIMONIALS



**Dr. Juliet Sale**  
Regional Director,  
United Cities and Local  
Governments of Africa  
- West Africa, Cohort 1

“ The Doctorate in Business Leadership (DBL) program at Nobel International Business School (NiBS) is distinct from other programs elsewhere. Recognizing and promoting the specific qualities and aspects of African leadership is essential. The DBL program allows students to gain knowledge and skill in the global context while narrowing it down to the African experience. ”



**Dr. Ammishaddai Adu  
Owusu-Amoah**  
Commissioner General,  
Ghana Revenue  
Authority, Cohort 2

“ Due to my interest in leadership and how it might affect performance, my thesis topic was emotional intelligence and leadership performance. My primary objective was to ascertain how emotional intelligence impacts teams and performance, with organizational culture as a moderator. I will urge many people who want a doctorate to apply to and join NiBS. When I first started, it was challenging at times. I began to doubt my ability to finish, but one thing that helped was the research support offered at NiBS. ”

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**Dr. Akinleye Olsuolale Okeremi**

CEO, Precise Financial Systems, Lagos.  
Former President, Institution of Software Practitioners of Nigeria (ISPON)



“ To make the most of NiBS, you need an open mind and a desire to be challenged. It’s certainly not for everyone. I see the program as one created for executives looking to transform the way they see business and leadership.

”

**Dr. Muda Yusuf**

CEO, Center for the Promotion of Private Enterprise (CPPE), Lagos & Former Director General, Lagos Chamber of Commerce & Industry



“ The NiBS program is for people who have already achieved a lot in their life. For those who want to be ready to lead responsibly and take the organization in a different direction. My research-informed decisions and advocacy are testaments to the quality of the program.

”

**Dr. Ocholi Etu**

Director, Operations and Services, GIG Logistics Technologies Limited, Lagos



“ I work in a company where everyone is challenged to be the best. I thought all things were going well, but I wanted to do more. In the era of AfCFTA, if you don’t have an African and global perspective, you will fail locally. The NiBS strategy of attracting executives from countries across Africa is the icing on the cake. You know where the risks and opportunities are.

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Accredited by  
Ghana  
Tertiary  
Education  
Commission

