

# 2025 Sharing Information on Progress **(SIP) Report**

Milpark Business School

## Table of Contents

1. About PRME .....	3
2. About SDGs .....	5
3. Getting Started .....	6
4. Purpose .....	13
5. Values .....	16
6. Teach .....	18
7. Research .....	22
8. Partner .....	24
9. Practice .....	26
10. Share .....	28

## About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“*The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).*”

**Antonio Guterres**

Secretary-General (2017 - Present)

United Nations

”

## Principles of PRME



### Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



### Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



### Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



### Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



### Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



### Practice

We adopt responsible and accountable management principles in our own governance and operations.



### Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

## The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





# Getting Started

This section provides foundational information about Milpark Business School, including key details and basic institutional data.

## Mission

### Mission

*We believe we can empower people to become more than they dared imagine, unlocking their potential to help shape our collective future.*

*We will do this by providing trusted, leading, online learning journeys with high levels of holistic support that are accessible and transformative.*

Milpark Business School's mission, reflected in their 2024 activities and curriculum, is to empower people to become transformative leaders by providing accessible, trusted, and online learning journeys with holistic support. This involves nurturing human-centred, ethical, and digitally fluent leaders with strong empathy and practical problem-solving skills to drive innovation, sustainable practices, and positive societal impact in a complex, changing world.

### Key Aspects of Milpark's Mission:

- **Holistic Support:** Offering comprehensive support to students in their online learning journeys, helping them balance their studies with daily life.
- **Human-Centred Leadership:** Cultivating leaders who are empathetic, ethical, and focused on people, balancing innovative management with strong personal and emotional intelligence.
- **Digital Fluency:** Preparing leaders to navigate and thrive in an increasingly digital world through relevant curricula and skills development.
- **Impactful & Responsible Leadership:** Equipping graduates to meet local and global challenges, aligning programs with sustainable development goals and fostering responsible decision-making.
- **Practical & Transformative Learning:** Blending rigorous academic theory with practical, people-focused skills to achieve sustainable success and make actionable outcomes from ideas.
- **Work-Ready Graduates:** Ensuring graduates are work-ready by combining theoretical knowledge with practical application through a strong emphasis on work-integrated learning.
- **Access & Flexibility:** Providing accessible, trusted, and flexible learning options, such as online and distance learning, to accommodate diverse student needs.

## Vision

### Vision

Milpark Business School's vision for 2024 was to empower people to become more than they dared imagine by unlocking their potential through trusted, leading online learning journeys. This is achieved by shaping the South African economy, strengthening its social fabric, and fostering ethical and sustainable business practices through human-centred leadership and innovative management techniques.

### Key Aspects of the Vision:

- **Empowerment and Potential:** The core vision is to enable individuals to reach their full potential in their careers, professions, and lives.
- **Online Learning Journeys:** Milpark is a wholly virtual business school, providing trusted, leading, and accessible online learning experiences.
- **Economic and Social Impact:** A significant part of the vision is to help shape and grow South Africa's economy and strengthen its social fabric.
- **Ethical and Sustainable Practices:** The school focuses on fostering leaders who are ethical, socially conscious, and committed to sustainable business practices.
- **Human-Centred Leadership:** The vision includes developing leaders who are empathetic, agile, and prioritize human connection and well-being.
- **Innovation and Problem-Solving:** Students are equipped to pioneer progress, solve complex challenges, and transform ideas into actionable outcomes.
- **Alignment with Global Goals:** The vision incorporates a commitment to the UN's Sustainable Development Goals (SDGs), promoting ethical, responsible, and sustainable development.

## Strategy

### Milpark Strategy

#### Strategy

Milpark Business School's 2024 strategy focused on renewing its AMBA-accredited MBA to be more human-centric, digitally fluent, and ethically grounded for a global impact, while integrating futures and systems thinking and strengthening professional growth and collaborative leadership skills for navigating a complex, digital world. The strategy included a renewed MBA curriculum, the introduction of new qualifications and modes of delivery, and a commitment to student success through partnerships and value-based education.

#### Key Strategic Pillars:

**Human-Centric Leadership:** Fostering empathy, human connection, and strong people-focused skills to lead in the digital age, preparing leaders to inspire teams and make ethical, socially conscious decisions.



**Digital Fluency & Innovation:** Equipping leaders with the ability to leverage technology effectively while maintaining a focus on people, and integrating design, futures, and systems thinking for strategic decision-making.

- **Ethical & Socially Conscious Development:** Building leaders who are not only skilled but also ethical, with an expanded focus on business ethics, good citizenship, and positive societal impact.
- **Global Impact Rooted in Local Values:** Designing programs with a South African foundation but with the ambition to have a meaningful global influence, promoting inclusivity and diversity.
- **Flexible & Accessible Education:** Offering flexible distance learning options, to cater to diverse student needs and provide access to higher education.
- **Lifelong Learning & Student Success:** A commitment to continuous learning and a partnership approach to support students throughout their academic and professional journeys, ensuring graduates are work-ready and achieve their goals.

Strategic Initiatives:

- **MBA Renewal:** A refreshed, AMBA-accredited MBA program was launched with an updated curriculum emphasizing human-centric leadership, digital fluency, and innovative thinking.
- **Introduction of New Qualifications:** New programs and qualifications were introduced, such as the Postgraduate Diploma in Business Administration and the Postgraduate Diploma in Risk Management, expanding their offerings.
- **Enhanced Delivery Modes:** The introduction of DLO provided a more interactive and guided online learning experience, while DL offered flexibility for independent learners.
- **Focus on Foundational Skills:** Foundational modules like Business Acumen Essentials were developed to build core competencies in research, problem-solving, and critical thinking.

## Strategy Alignment

### Milpark Strategy Alignment

#### Strategy Alignment

Milpark Business School's 2024 strategy alignment focuses on developing ethical, digitally fluent, and human-centred leaders who are equipped to tackle real-world challenges by aligning their programmes with the United Nations' Sustainable Development Goals (SDGs) and embracing innovations like design thinking and futures thinking. Key strategic pillars include the AMBA-accredited MBA's focus on people-focused skills and ethical leadership, innovative executive education tailored to industry needs, and a commitment to holistic student support for transformative learning journeys.

### Key Strategic Areas for 2024:

- **Sustainable Development Goals (SDGs):** Milpark Business School integrates the SDGs into its teaching and research to promote ethical and sustainable business practices, focusing on creating inclusive and responsible leaders.
- **Human-Centred Leadership:** The strategy emphasizes cultivating leaders who are empathetic, human-centric, and digitally fluent, preparing them for complex and fast-changing environments by balancing human connection with technological proficiency.
- **Innovation and Digital Fluency:** Milpark incorporates futures thinking, systems thinking, and design thinking to equip students with frameworks for creative problem-solving and strategic decision-making in the digital world.
- **Practical and Experiential Learning:** The curriculum includes immersive experiences, capstone modules addressing real-world challenges, and leadership coaching to develop practical skills for immediate application in the workplace.
- **Holistic Student Support:** Milpark's strategy extends beyond academic support to encompass a partnership approach with students, providing holistic support throughout their learning journey to help them achieve their goals.
- **Executive Education and Partnerships:** The strategy includes offering tailored and responsive executive education solutions, collaborating with industry experts and professional bodies to ensure practical outcomes and endorsements.
- **Ethical Decision-Making:** Modules are expanded to cover good citizenship, risk management, and ethical considerations, reinforcing the importance of ethical practices in business leadership.

### Evidence of Strategy in Action:

- **MBA Updates:** The AMBA-accredited MBA curriculum was updated in 2024 to enhance skills in people management, digital leadership, strategic thinking, and ethical considerations.
- **Accounting Programme Focus:** The BCom in Accounting programme explicitly aligns modules with graduate attributes, including technical competence, critical thinking, collaboration, and stakeholder relationship building.
- **Industry Collaboration:** Milpark intentionally incorporates client insights and collaborates with industry experts to develop innovative and relevant learning solutions for its executive education programmes.
- **Professional Recognition:** Short courses are designed to provide professional endorsement and potential alternative pathways to accredited higher education qualifications.

## Institutional History

### Milpark Institutional History

#### Institutional History

### About Us:

Milpark Education (Pty) Ltd (2004/026244/07), established in 1997, is proud to be one of South Africa's pioneering private providers of higher education. Registered by the Department of Higher Education, we offer a range of online higher education options: Distance Learning, Distance Learning Online, and Online Short Courses. Our qualifications are registered by the South African Qualifications Authority on the National Qualifications Framework and accredited by the Council on Higher Education.

Our students choose Milpark for the supportive environment that develops confidence, knowledge, and potential. Our community includes working professionals advancing their careers, first-time students, and individuals exploring new career paths. We also partner with corporates for employee training and development.

At Milpark, we are committed to helping every student realise their goals—and beyond.

### More than just Online Education:

Milpark's accreditations and partnerships are testament to the quality and relevance of our qualifications. We are registered by the Department of Higher Education and Training, and our qualifications are registered by the South African Qualifications Authority on the National Qualifications Framework and accredited by the Council on Higher Education. Our qualifications are benchmarked against other local and international accredited institutions to ensure that they meet the needs of students and industry.

### Our Manifesto:

At Milpark, we understand that choosing to study is one of life's biggest decisions. Our manifesto reflects our commitment to being more than just an educational institution—we are your partners in growth, supporting you every step of the way.


## Graduates & Enrollment

2024 Statistics	Number
Graduates	31
Faculty & Staff at the University	0
Faculty & Staff at the Institution	15
Student Enrollment at the University	0


2024 Statistics	Number
Student Enrollment at the Institution	85
Undergraduate Attendance	0
Masters-Level Postgraduate Attendance	80
Doctoral Student Attendance	5
Certificate, Professional Development, or Continuing Education Attendance	0

## Degrees Offered


### Masters Programs

 Master of Business Administration (M.B.A.)


### Doctoral Programs

 Doctor of Business Administration (D.B.A.)

## Masters Degree Programmes

 Milpark Business School Master of Business Administration (MBA) NQF Level 9

## Postgraduate Degree Programmes

 Milpark Business School Doctor of Business Administration (DBA) Level 10



# Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

## Letter of Commitment



### Letter of Commitment

At Milpark Business School, we recognise that the role of management education is not only to equip future leaders with knowledge and skills, but to shape their values, ethics, and impact on society. As we advance our vision of empowering individuals to surpass their imagined potential, we reaffirm our commitment to the Principles for Responsible Management Education (PRME).

Since our initial adoption of PRME, we have deepened our integration of responsible management into teaching, research, and operations. Our programmes are designed to prepare graduates who can lead with integrity, act sustainably, and respond thoughtfully to the complex challenges of business and society. We hold ourselves accountable by ensuring that our own institutional practices reflect the responsibility and ethics we expect of our students.

Looking ahead, we will continue to:

- Embed responsibility and sustainability across all aspects of our curriculum.
- Encourage innovation that advances inclusive and ethical business practices.
- Collaborate with academic partners, industry stakeholders, and our alumni community to create meaningful impact.
- Report transparently on our progress and share learnings with the global PRME community.

Through these actions, Milpark Business School remains steadfast in its commitment to responsible management education. We will continue to nurture leaders who are not only prepared for the challenges of today, but who will shape a more sustainable and equitable future.

Sincerely,

*Andrew Horsfall*

Andrew Horsfall

Chief Executive Officer

## Institutional Engagement

**0% - 25%**

of faculty at Milpark Business School actively contribute to our work with PRME, advancing responsible management education, or addressing sustainable development challenges through their work.



# Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.





## Who Champions Responsible Management Education at Our Institution

- ❖ Centralized sustainability office
- ❖ Disciplinary efforts within business school
- ❖ Individual leader
- ❖ Interdisciplinary efforts across business school
- ❖ Interdisciplinary efforts across parent organization
- ❖ Research or issue group, society, or club leading sustainability efforts
- ❖ Senior leadership office

## Student Awareness

**0% - 25%** of students at Milpark Business School are aware that we are a PRME Signatory Member.

## Student Engagement

**0% - 25%** of students at Milpark Business School actively contribute to our work with PRME, advancing RME, or addressing sustainable development challenges through their work.



# Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



## Courses that support RME

Milpark Business School reports 2 courses in 2024 that support responsible management education and sustainable development goals.

### MBA Entrepreneurship and Innovation

| (ENTI01-9)

After students have completed the ENTI01-9 module, they should have a good theoretical and practical understanding of entrepreneurship theory, concepts and skills, how to conduct a feasibility study for ideas and how to analyse and develop a business plan. The following outcomes are addressed: Integrate the multi-faceted orientation and nature of the entrepreneur and craft a personal entrepreneurial strategy. Demonstrate understanding of the entrepreneurial process and apply the process to identify, create, shape, screen and seize a sustainable opportunity. Develop and prepare a business plan for a sustainable opportunity. Apply the entrepreneurial leadership practices and the building of effective teams. Evaluate and compare the different factors that should be considered when financing entrepreneurial ventures. Demonstrate understanding of the events to the business after start-up and when rapid growth is experienced and time comes for harvesting. Develop and implement a strategy for corporate ent

Impact on Students Through ENTI01-9, students gain more than just theoretical knowledge – they build the mindset, skills, and confidence to become entrepreneurial leaders. The course empowers them to: Think and act like entrepreneurs by recognising opportunities, solving problems creatively, and taking initiative. Translate ideas into action through the development of feasible and sustainable business plans. Lead with purpose by applying entrepreneurial leadership practices and fostering high-performing teams. Make informed decisions on financing, growth management, and innovation in both start-ups and established organisations. Navigate complexity responsibly by integrating ethics, sustainability, and global perspectives into entrepreneurial practice. Ultimately, students leave the module with the ability to shape opportunities, drive innovation, and create impact – whether by launching ventures, leading within organisations, or contributing to society as responsible, entrepreneurial thinkers.



### MBA Integrated Business Strategy

| (IBST01-9)

Integrated Business Strategy (IBS) is the capstone module of the MBA programme at MBS. It provides students with the opportunity to consolidate knowledge from all previous modules and apply it to the design and execution of successful organisational strategies. The module introduces advanced concepts and techniques for strategy formulation, implementation, and evaluation that can be applied

to shape the future direction of organisations. Strategy is explored across multiple levels—from corporate and Strategic Business Unit (SBU) level to Business Unit (BU) and functional or tactical levels. Students engage with strategies for both single and multi-business unit organisations, operating in local and global contexts. In addition, the module reviews the evolution of strategic management theory and its relevance to contemporary business operations. By the end of the module, students will be able to: Understand the concepts and constructs of an integrated approach to developing business strategy and its application at all organisational levels. Conduct research and analysis of the business environment to inform strategic decision-making. Develop and evaluate strategic options available to the organisation. Formulate practical implementation plans for chosen strategies. Navigate ethical dilemmas while incorporating principles of sustainability and corporate citizenship into strategy design and execution.

Through the IBS module, students gain the ability to think holistically and strategically, connecting theory with real-world business challenges. They develop critical analytical and decision-making skills, enabling them to assess complex organisational environments and formulate effective strategies. By engaging with ethical considerations, sustainability, and corporate citizenship, students become responsible leaders who can drive positive impact within organisations and society. Ultimately, the module equips them with the confidence and competence to influence strategic direction at all levels, preparing them for senior management and leadership roles in diverse industries.



## Educator Recognition

At Milpark Business School, we recognize educators for quality of teaching in the following ways:

- ❖ Annual teaching excellence awards

## 💡 Fostering Innovation



### To a great extent

Teaching and learning at our institution strongly foster innovation.

## 💡 Learning Mindset



### **To a great extent**

Teaching and learning at our institution strongly promote a lifelong learning mindset.

## **Method of Teaching and Learning**



### **Virtually**

Online learning through digital platforms and remote instruction.



# Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

## Research vs Research for RME/Sustainable Development

**3** Peer-reviewed articles were published by Milpark Business School from this past calendar year.

**vs**

**0** Peer-reviewed articles were published by Milpark Business School from this past calendar year in support of RME.

## Research Funding

In 2024, Milpark Business School was awarded funding for research that is:



**No funding**

## Socializing Research

In 2024, Milpark Business School contributed research findings to:

- ❖ Community organizations
- ❖ Research collaborations



# Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



## Institutional Partnerships

- ❖ Association of African Business Schools (AABS)
- ❖ Project Management South Africa (PMSA)
- ❖ South African Business Schools Association (SABSA)
- ❖ AACSB (Association to Advance Collegiate Schools of Business)
- ❖ AMBA (Association of MBAs)
- ❖ Financial Times
- ❖ Quacquarelli Symonds (QS)
- ❖ Responsible Research in Business & Management (RRBM)

## Student Organization Partnerships

- ❖ Graduway from Gravyty







# Practice

We adopt responsible and accountable management principles in our own governance and operations.

## Institutional Policies and Practices

- ❖ Professional training opportunities
- ❖ Employee equity, diversity, inclusion
- ❖ Ethical leadership or good governance policies
- ❖ Faculty hiring, tenure, and promotion guidelines
- ❖ No reports to date, but we are in process

## Policy Documents Related to RME and/or Sustainability

Recruitment and Selection Policy	<a href="#">View document</a> 	<a href="#">Download document</a> 
STADIO-Holdings-2024-Integrated-Annual-Report-interactive	<a href="#">View document</a> 	<a href="#">Download document</a> 



# Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.



## Engagement Opportunities

Milpark Business School offers transparent engagement opportunities for members of our institution and community to contribute to our sustainability and responsibility efforts in the following ways:

- ❖ Annual reports
- ❖ Community events and consultation forums
- ❖ Boards and advisory committees

## Communication Audiences

Milpark Business School communicates its policies and progress on sustainable development and responsibility with:

- ❖ Accreditation bodies
- ❖ Boards and advisory committees
- ❖ Faculty and staff
- ❖ Prospective and current students

SIGNATORY

# Milpark Business School

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## Address

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South Africa



## Website

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