



# ICB

ACCREDITED BUSINESS  
QUALIFICATIONS

## Management (MGMT)

CURRICULUM STATEMENT

APRIL 2026 – MARCH 2027

# Curriculum Statement: Management

## *What is management?*

- Explain the nature and definition of management;
- distinguish between the different levels of management;
- demonstrate an understanding of the generic tasks of managers; and
- outline the development of management theory through the years.

## *Management and the environment*

- Identify the scope of management in different types of organisations;
- discuss the management of businesses according to their size;
- explain the role of managers in modern organisations;
- distinguish between the different management disciplines;
- demonstrate an understanding of the influence of the business environment on management practices;
- describe the common misconceptions about management; and
- recognise the role of the CEO in an organisation.

## *Planning*

- List the reasons for planning in an organisation;
- identify different planning timeframes;
- name the barriers to planning formulation;
- outline the planning process;
- analyse the different tools available for planning purposes;
- set well-formulated goals for an organisation; and
- distinguish between the different types of plans an organisation could implement.

## *Decision-making*

- Discuss the importance of decision-making in an organisation;
- explain the difference between problem-defining and problem-solving;
- outline the steps in the decision-making process;
- identify the different types of managerial decisions;
- distinguish between the different conditions under which decisions can be taken;
- describe how decisions are taken in groups;
- compare the formal decision techniques; and
- contrast the decision-making tools at the disposal of a manager.

### *Information management*

- Define information management;
- explain the need for information management;
- name the characteristics of a useful information management system;
- outline the steps in developing an information management system;
- distinguish between the types of information systems;
- identify the link between management levels and information systems;
- analyse a basic information system model;
- demonstrate an understanding of data integration;
- name the key issues regarding information management and data integration; and
- list the implications of information management and data integration.

### *Organisational development*

- Define organisation development;
- discuss the reasons for change in an organisation;
- analyse a basic change model;
- identify the key challenges relating to change in an organisation;
- demonstrate an understanding of corporate culture;
- explain how to handle resistance to change;
- understand the role of employee empowerment when managing change;
- describe the development of teams;
- recognise how to build efficient organisations; and
- identify the future challenges organisations face.

### *Communication*

- Outline the communication process;
- name the barriers to communication;
- demonstrate an understanding of communication in an organisation;
- examine the process of negotiation;
- understand how to manage conflict in an organisation; and
- identify the impact that technology has had on communication.

### *Organising*

- Compare the different organisational structures;
- list the principles of organisation;
- outline the delegation process;
- distinguish between job design, job enrichment and job characteristics; and
- demonstrate an understanding of the principle of 'authority' in an organisation.

### *Leadership*

- Define the term 'leadership';
- contrast the different leadership theories;
- identify contemporary leadership perspectives;
- explain the link between leadership and organisation-political behaviour;
- demonstrate an understanding of the needs of the individual in an organisation; and
- describe how to handle groups and teams.

### *Motivation*

- Analyse the motivation process;
- define the term 'motivation';
- compare the different motivation theories;
- recognise the relationship between money and motivation; and
- discuss where motivation originates from.

### *Control*

- Demonstrate an understanding of the nature and importance of control in an organisation;
- outline the control process;
- describe which areas in a business controls should focus;
- distinguish between the different levels of control; and
- list the characteristics of an effective control system.

### *Contemporary business management issues*

- Identify and discuss issues of significance which affect the majority of organisations in South Africa in the present and foreseeable future, including:
  - Ethics and corruption
  - Governance
  - Corporate social responsibility
  - Globalisation
  - Changes in the workforce
  - Changing customer demands
  - Technology
  - Cultural diversity
  - Supply chain impacts