

# Management: PhD

## Organizational Leadership

The PhD in Management at the Gordon S. Lang School of Business and Economics offers students the unique opportunity to join an inter-departmental program that explores complex challenges in modern business management and scholarship. Lang doctoral students develop research with impact in one of three possible fields – Organizational Leadership, Services Management, or Marketing and Consumer Behaviour – and graduate as innovative and successful researchers and lecturers.

[uoguelph.ca/lang/phd-management](http://uoguelph.ca/lang/phd-management)

### Program

The Organizational Leadership (OL) field of the PhD program gives students a balanced foundation in management theory to allow them to pursue research that helps organizations and employees thrive. Rooted in a sustainable and socially-responsible stakeholder mindset, our OL students delve into how to balance competing concerns and opportunities and how to create economic, social, and environmental value from a public or private organizational standpoint.

Timeline: After completing coursework and a qualifying exam, students devote the remainder of their time in the program to the completion and defence of a doctoral dissertation.

Study Options: Full-time only

### Admission Requirements

Applicants need to have a Master's degree from a recognized university with a first-class average (80% or A-) or higher.

Complete application packages include transcripts, 2 letters of recommendation, statement of research interest, CV, proof of English proficiency (if applicable) and the submission of a GMAT score of 600 or higher or a GRE score in the 60th percentile or higher across all sections.



*"My experience as a doctoral student has well prepared me to contribute productively to academia, provide effective learning opportunities for students, and to become a worthy colleague in business schools around the world"*

– Dr. Jinuk Oh, PhD Management, Organizational Leadership (2020)

### Funding

PhD Management students receive funding from a mix of the following sources:

- Internal and external scholarships
- Graduate Teaching Assistantships
- Graduate Research Assistantships
- Sessional Lecturer positions

### ARE YOU INTERESTED IN:

- Organizational behaviour (micro, meso and macro-level)
- Leadership mobilization
- Social identity and organizational change
- Human resource management
- Accounting and governance
- Corporate social responsibility

### CAREER OPPORTUNITIES:

- Academic research and teaching
- Public and private sector
- Industry
- Business consulting

### Application Timeline

**January 15, 2026:** submission of your online application form.

**February 1, 2026:** submission of all required supporting documents. Prospective applicants are encouraged to connect with LANG's graduate studies administrative team when preparing their application to the program.

**Entry:** Fall semester only



### CONTACT INFORMATION

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