



2022 Ranking of Masters Development Programs



Contents

<u>Editors' Note</u>	<u>3</u>
<u>What are Development Programs?</u>	<u>4</u>
<u>Our unique data</u>	<u>5</u>
<u>How we ranked the LDPs?</u>	<u>6</u>
<u>Rankings</u>	<u>7</u>
<u>Top Development Programs by Industry</u>	<u>12</u>
<u>Top Development Programs by Focus Area</u>	<u>21</u>
<u>Top Development Programs by School Location</u>	<u>28</u>
<u>Recommendation to students</u>	<u>32</u>
<u>Calling all companies with LDPs</u>	<u>33</u>
<u>About MBA-Exchange.com</u>	<u>34</u>



Editors' Note

Another year is behind us, and the time has come to publish our annual ranking of the most popular programs among Masters students from around the world, the **2022 Ranking of Masters Development Programs!**

In the last two years, Covid has impacted student priorities relating to career development. This has been reflected in their decision making when it comes to LDP vs just-in-time hiring positions, and the job security that is related to it. Most recently, and as things with the pandemic have been calming down, the LDP employers have been reporting various challenges, such as attracting the right talent and more candidates not accepting the offers.

We hope this report will help you gain a better understanding of student interest in the various Leadership Development Programs. If you are looking for more market intelligence, candidate insights, or an individual LDP competitiveness, please do reach out!

In the meantime, we invite you to attend our upcoming 4th annual virtual LDP Career Forum (Fall '22) where you can increase the visibility of your programs and engage live with top candidates from our 100+ top business schools.

We hope you enjoy the read of this year's Ranking!



Zana Zidansek



Alexandre Rossier



What are Development Programs?

Structured, intense, and often rotational, Development Programs are fast-track programs within companies to develop and groom high-potentials for future leadership roles.

They vary a lot from one program to the next as each company tailors its programs to its specific needs: Structure, duration, experiential experiences, function focus, rotations, mentorship and coaching, on-the-job and formal training, etc.

However, what all of them have in common is the objective to shape and grow the future top leaders of these organizations, and therefore, the rigorous selection criteria to attract and recruit the right candidates.





Our Unique Data

We track every Development Program, worldwide. We add new programs, archive old ones, and update current ones through monthly manual checks, regular connections with companies, as well as on-going automatic processes to alert us of any intermediary changes.

We have two directories of development programs:

- Our flagship directory of all MBA Leadership Dev Programs, on MBA-Exchange.com with all the programs that are suitable for MBAs and in some cases for experienced Masters students
- Our early-career directory of development programs, on Careernomics for early career students with no or little prior work experience

This report looks exclusively at the programs on Careernomics.



* Another 1000+ programs are monitored but archived as no longer active and relevant for our candidates.



How we ranked the LDPs?

This report ranks 471* development programs between June 1, 2021 and May 30, 2022, based on student views.

It is divided in several main sections with corresponding sub-rankings. Namely we have analyzed it as follows:

- Global rankings
- Top Development Programs by Industry
- Top Development Programs by Business Area
- Top Development Programs by School Location

* These are the programs that are today still taking place and/or open for applications. The programs that have been canceled are not taken into consideration.





2022 Ranking of Masters Development Programs **OVERVIEW**



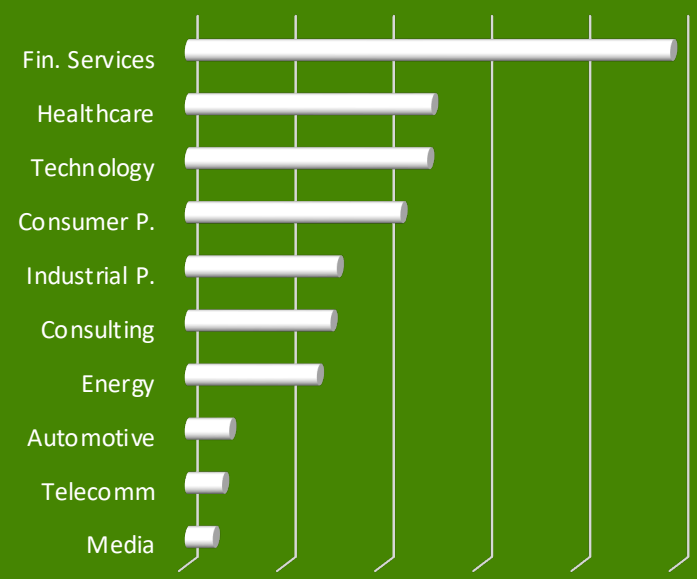


Most Popular Industries

Worldwide



Comparison by Views 2022



Popular Employers in Fin. Services



Popular Employers in Healthcare



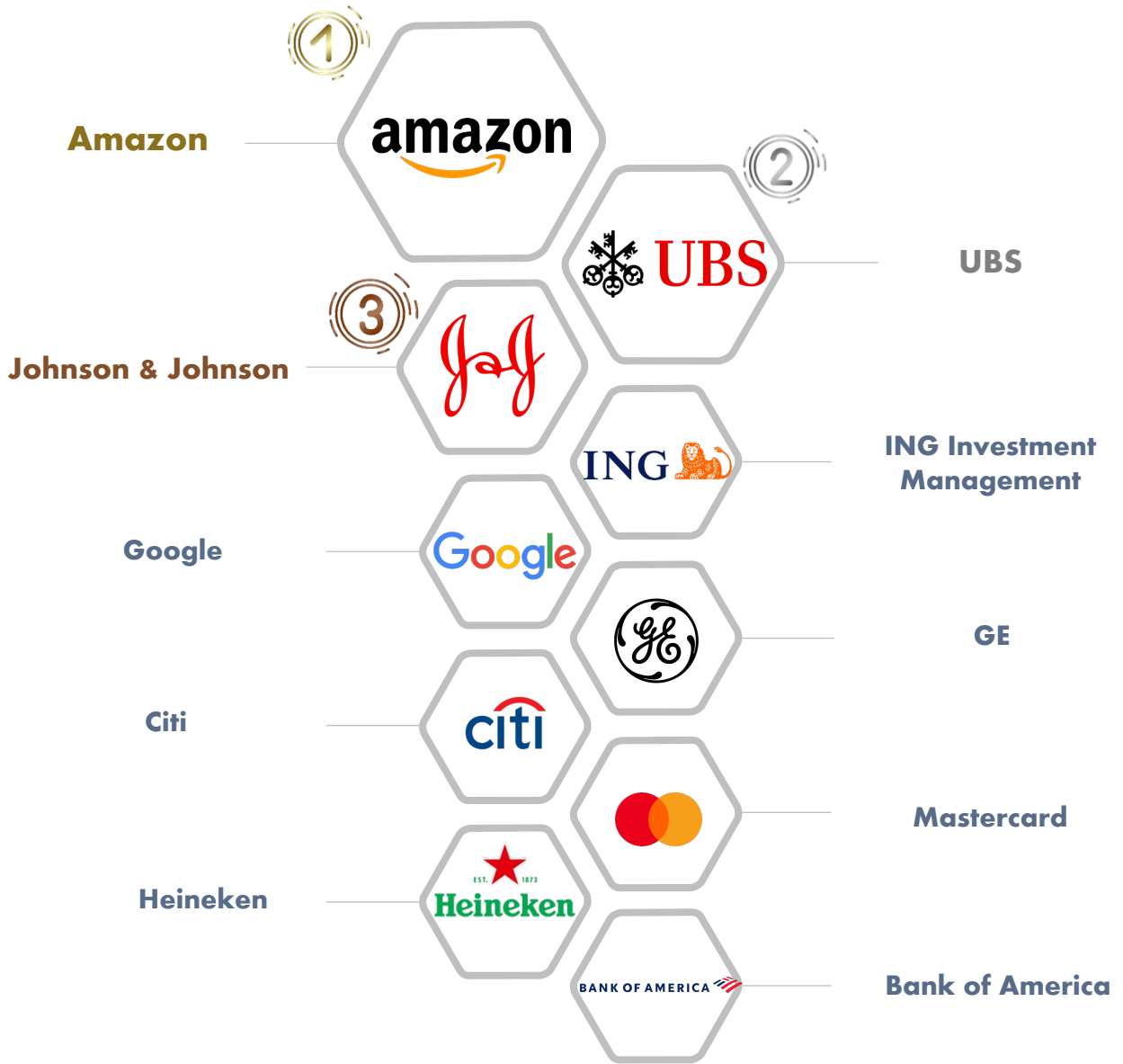
Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

Contact us: zana@careernomics.com | Tel. +41 22 343 47 47

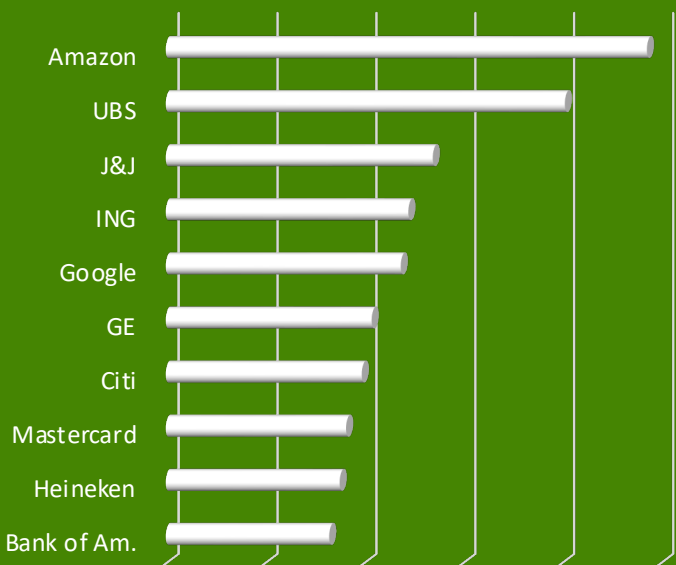


Most Popular Employers

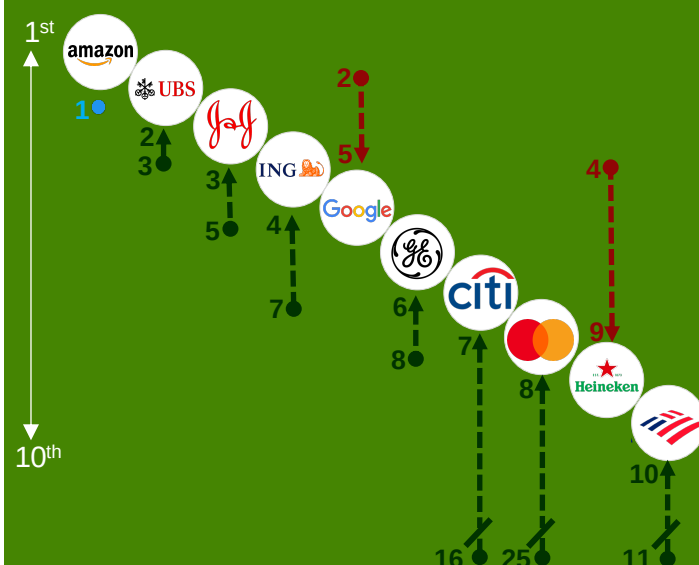
Worldwide



Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

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Top Programs – Full-time & Internships

Graduate Talent Programs (GTP)

1



2



International Talent Programme

3



Accenture Internships



Business Intern 2022

2022 Summer Intern Program



International Graduate Programme

Operations Global Graduate Associates Programme

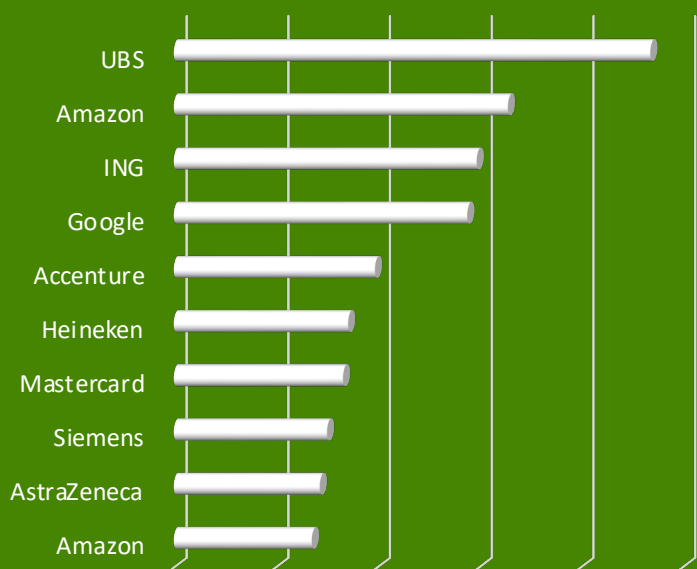


Siemens Graduate Program

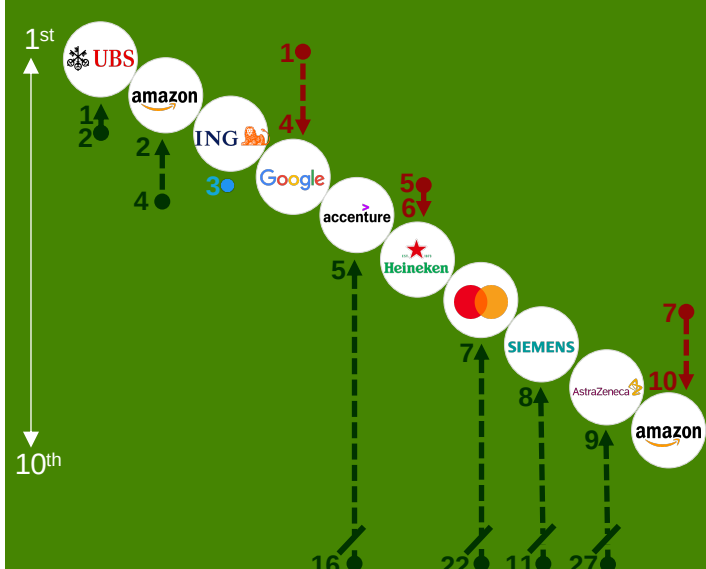


MBA/Master's Level Internship Opportunities

Comparison by Views 2022



Placement Comparison 2021 vs 2022

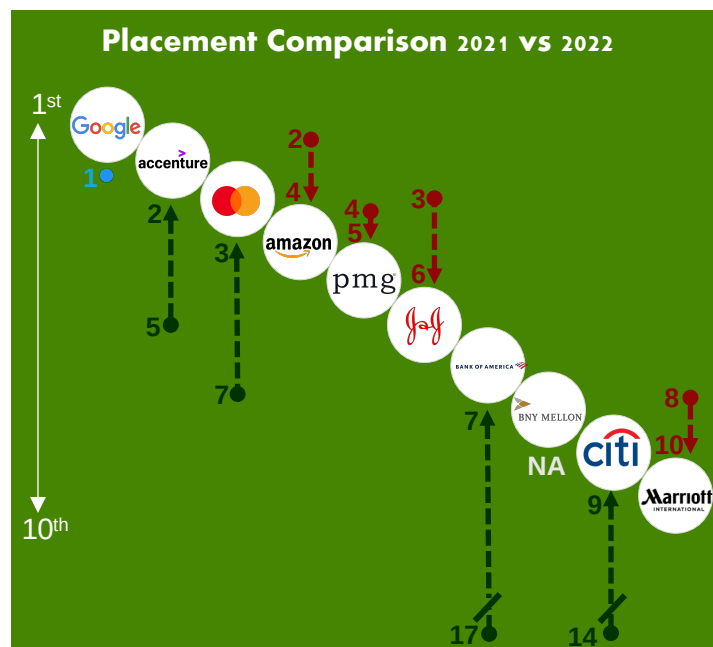
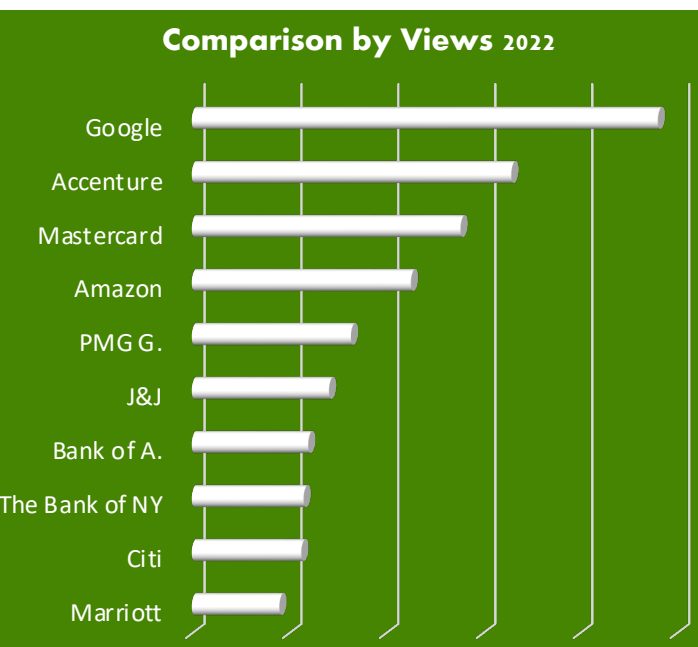


Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

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Top Programs – Internships



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

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2022 Ranking of Masters Development Programs by **INDUSTRY**

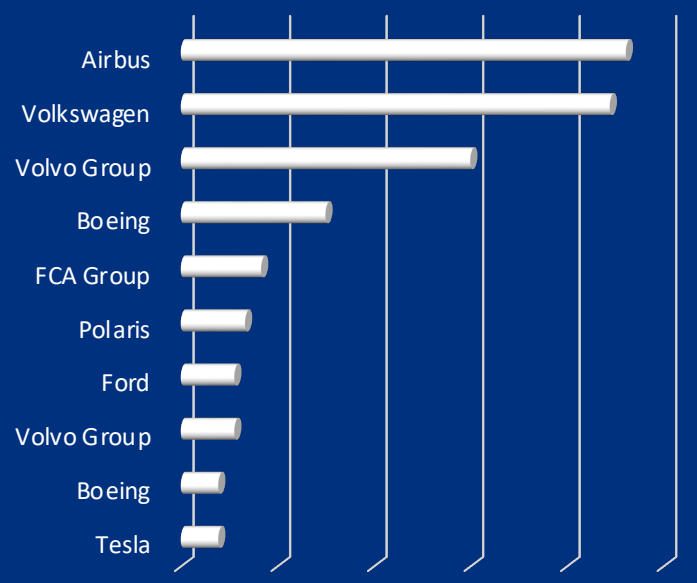




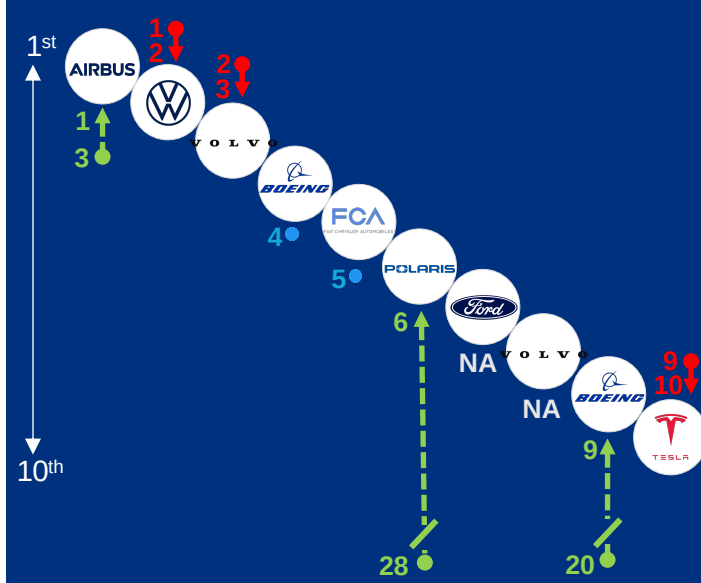
Top Programs in Automotive / Transportation



Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

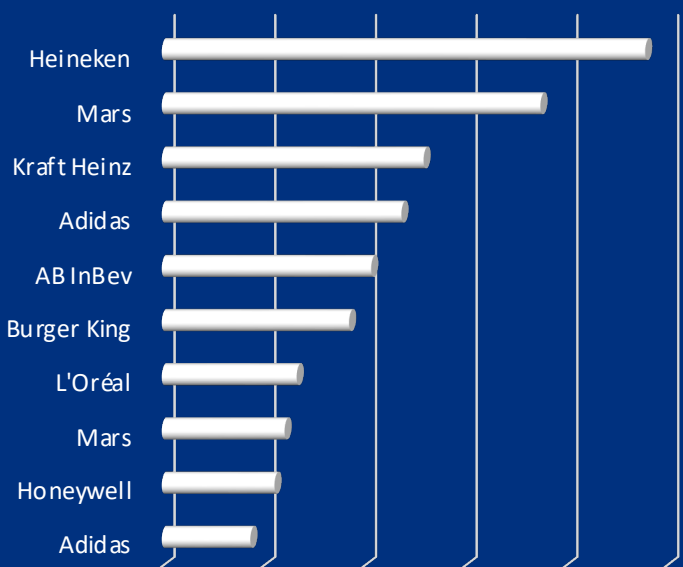
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



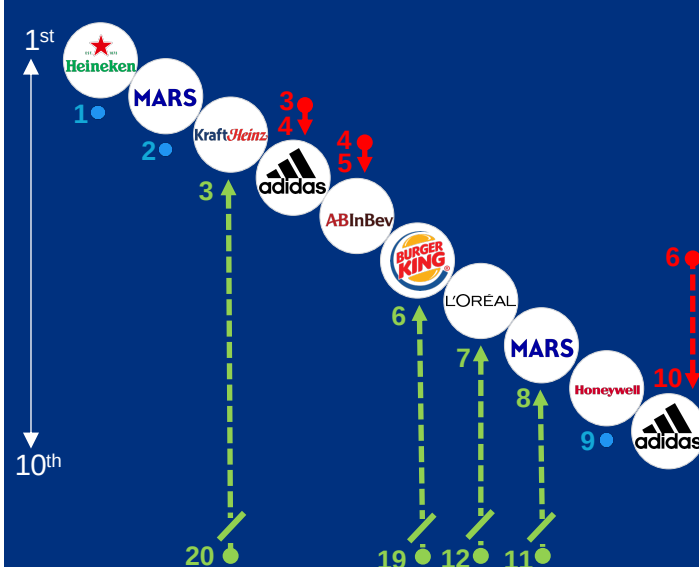
Top Programs in Consumer



Comparison by Views 2022



Placement Comparison 2021 vs 2022

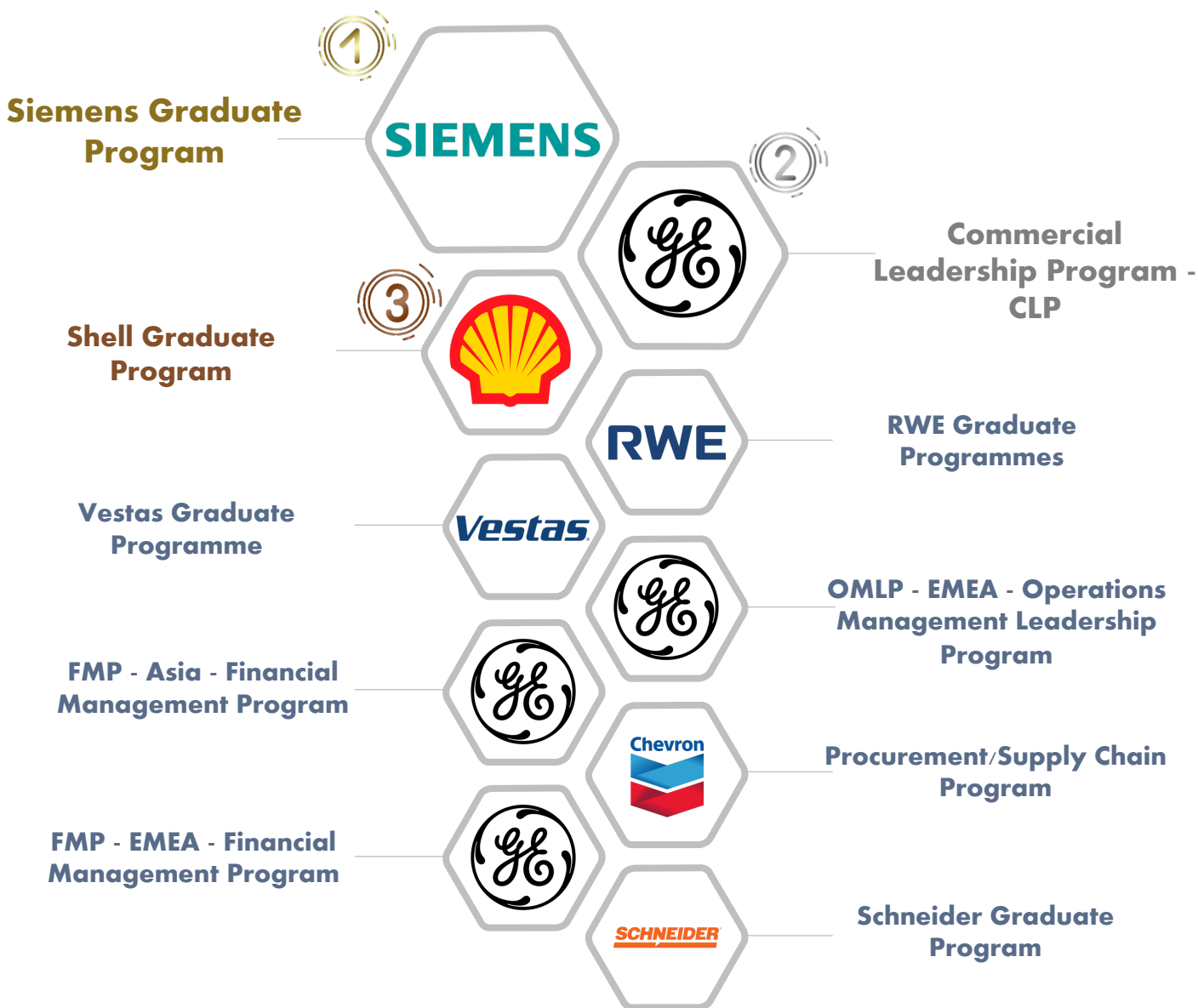


Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

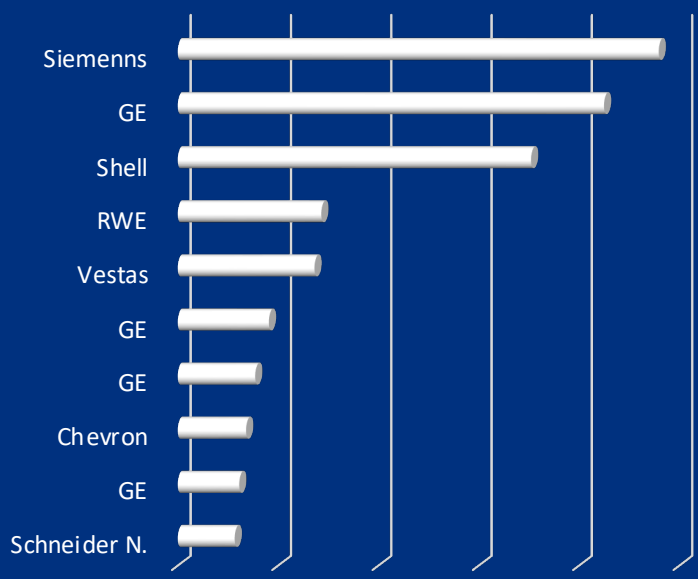
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



Top Programs in Energy



Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

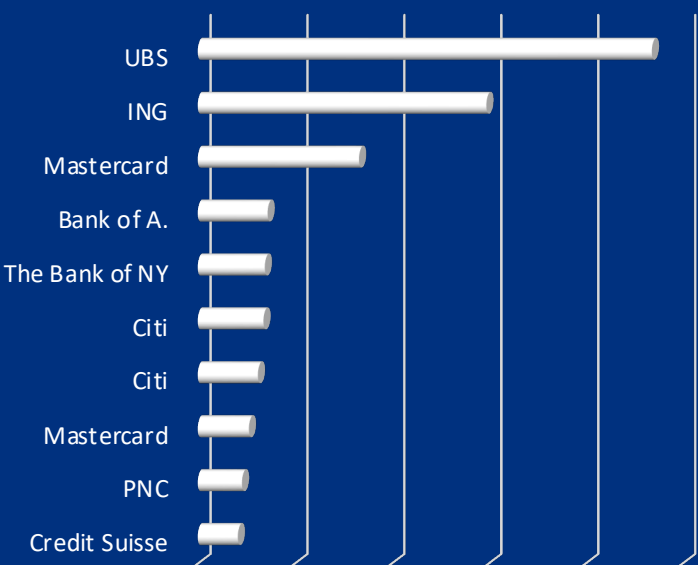
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



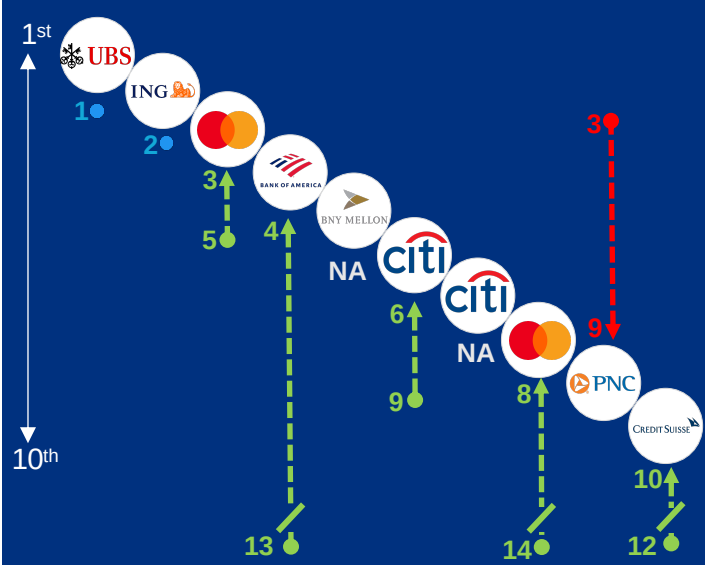
Top Programs in Financial Services



Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

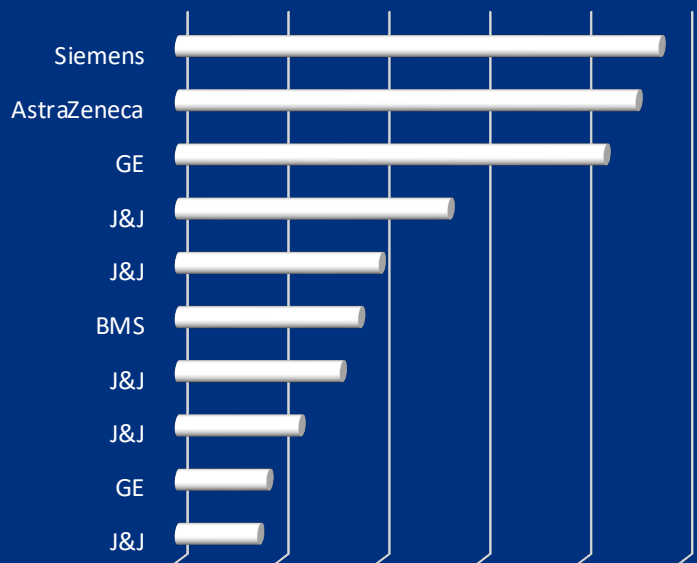
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



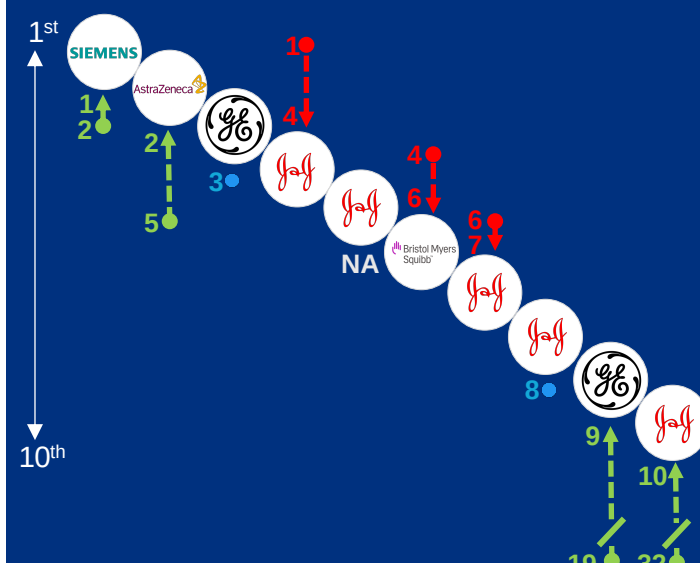
Top Programs in Healthcare



Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

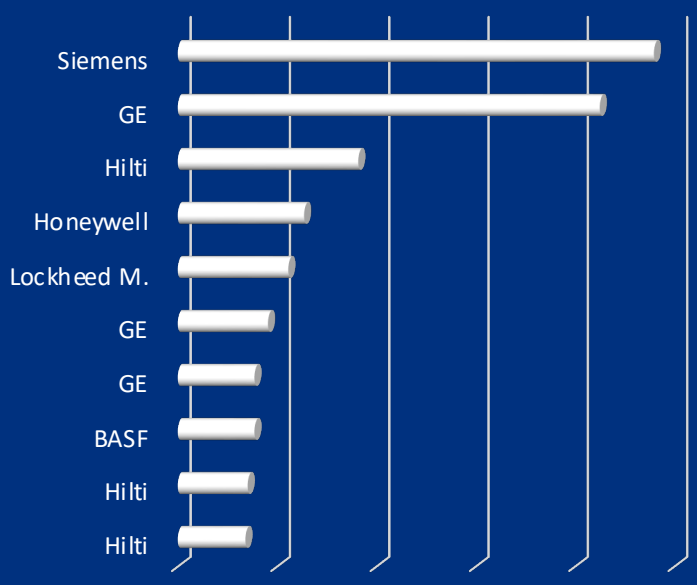
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



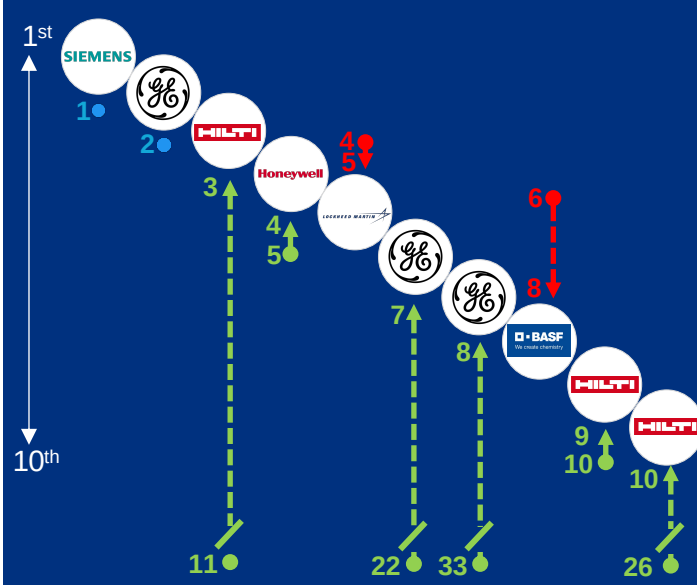
Top Programs in Industrial Products and Services



Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

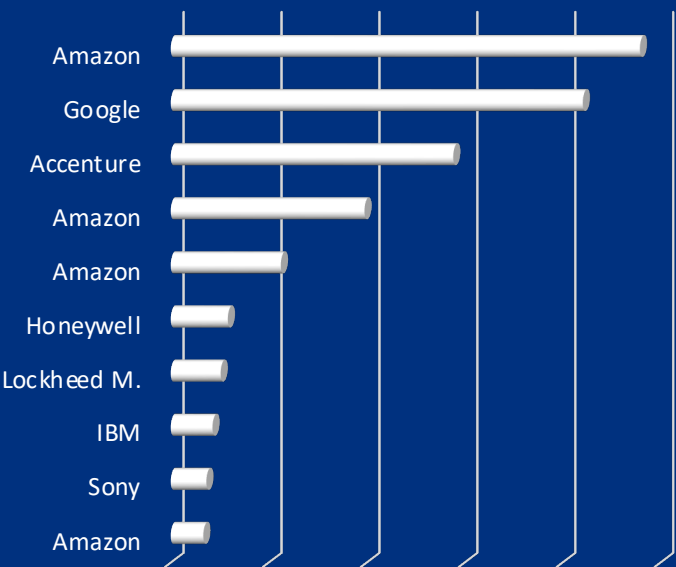
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



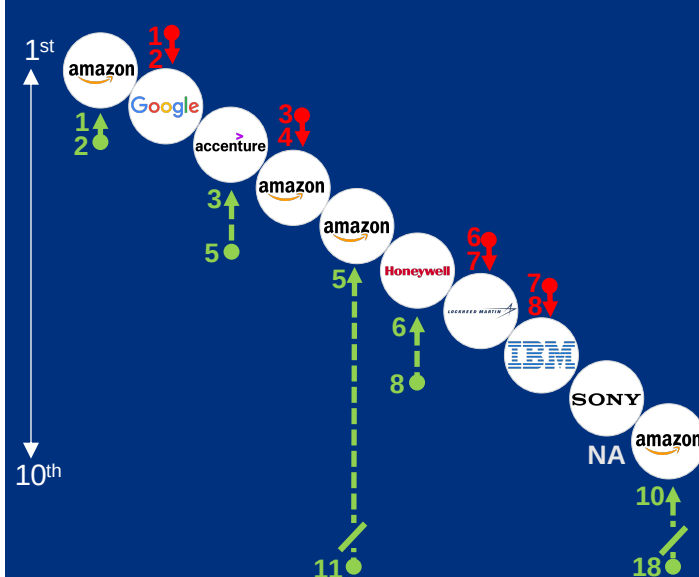
Top Programs in Technology



Comparison by Views 2022



Placement Comparison 2021 vs 2022

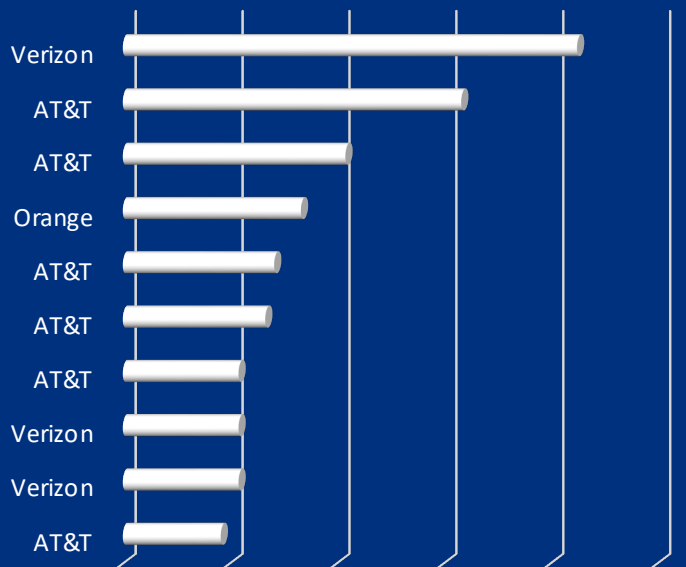




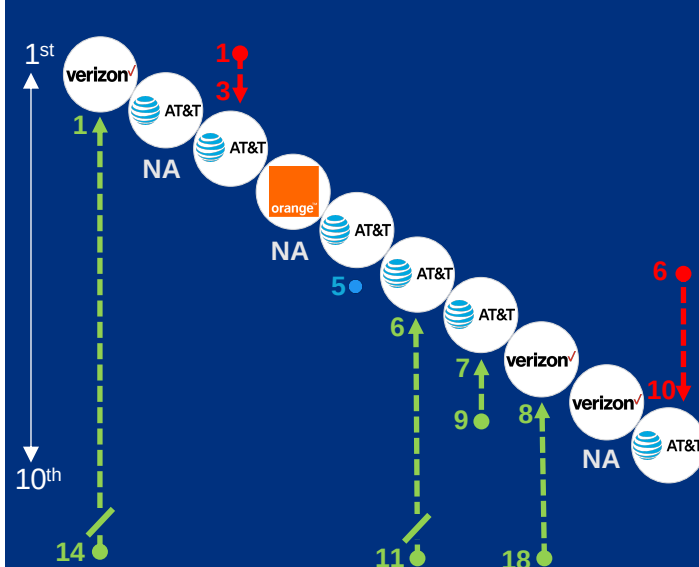
Top Programs in Telecommunications



Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

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2022 Ranking of Masters Development Programs by **FOCUS AREA**

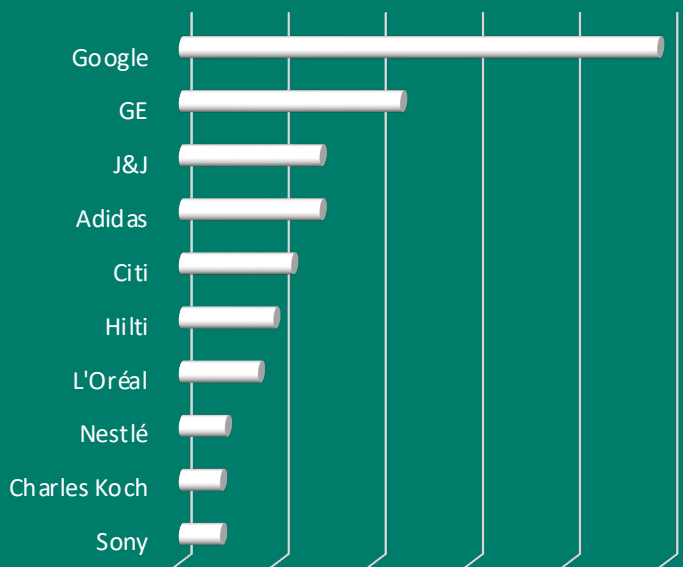




Top Programs in Commercial



Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

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Top Programs in Finance

Graduate Talent Programs (GTP)

1



2



Summer Management Associate Program (SMAP)

3



Finance Leadership Program

MARS



Wealth Management Summer Analyst Program Private Bank

Financial Management Associate (FMA) Program

Finance Leadership Development Program Internship

verizon



International Wealth Management Associate Program

Global Inv. Banking Summer Analyst - Asia Pacific

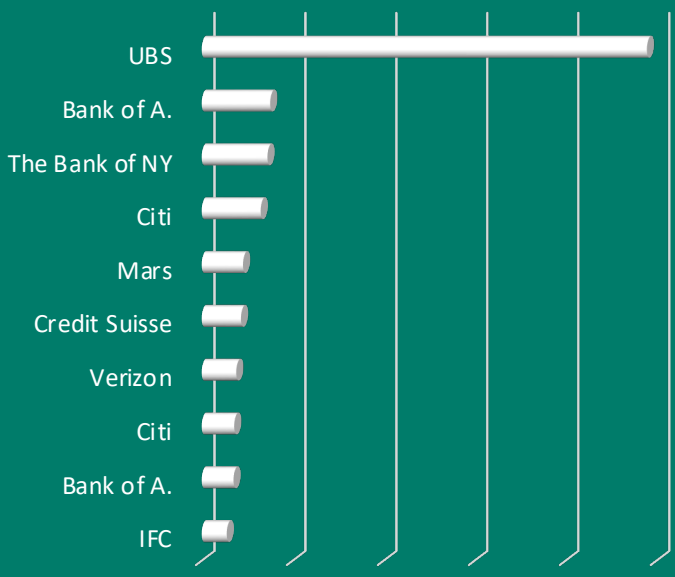


Quantitative Analysis; Summer Analyst

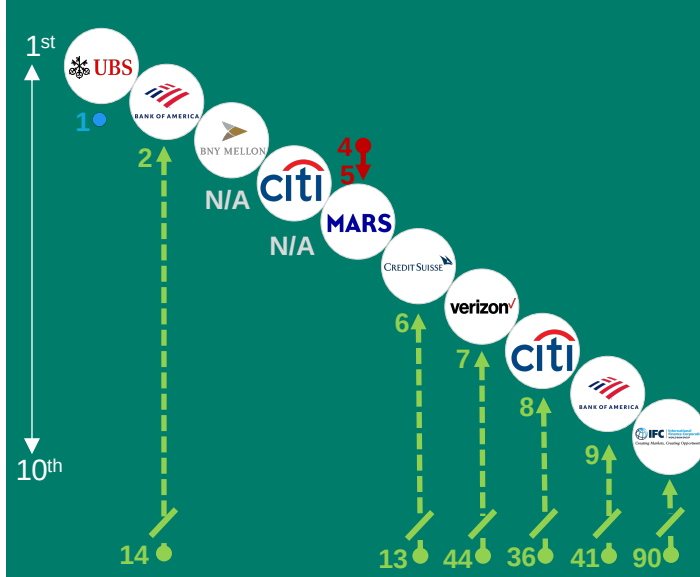
Global Internship Program



Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

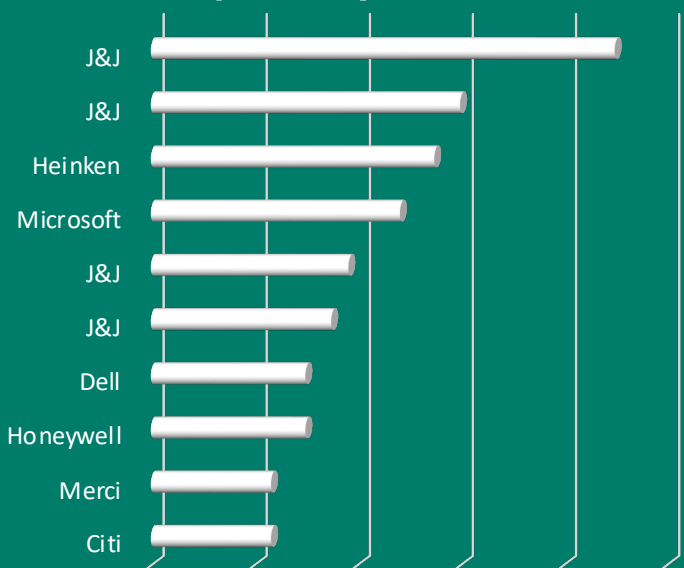
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



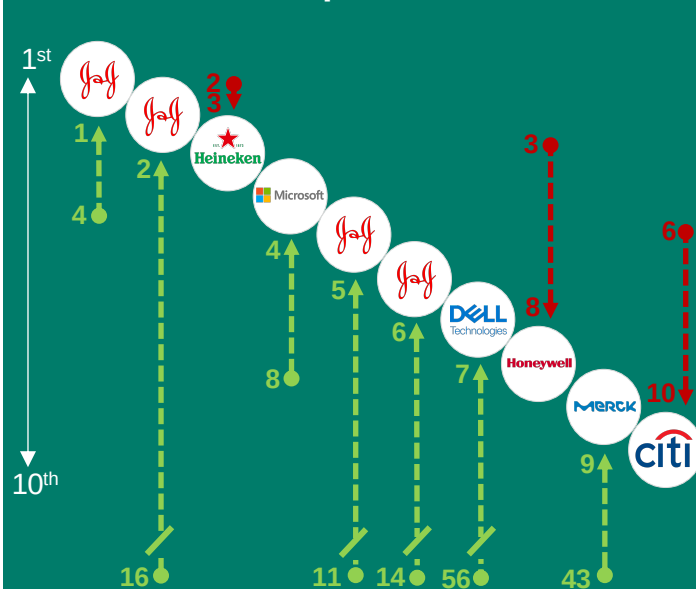
Top Programs in Human Resources



Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

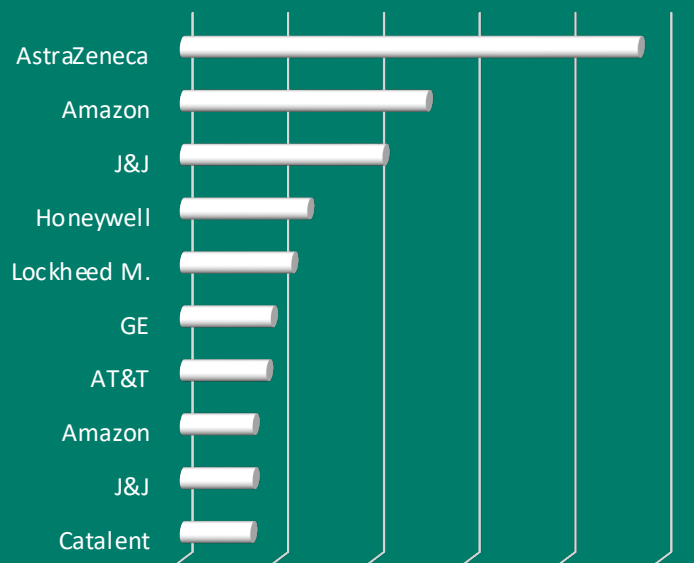
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



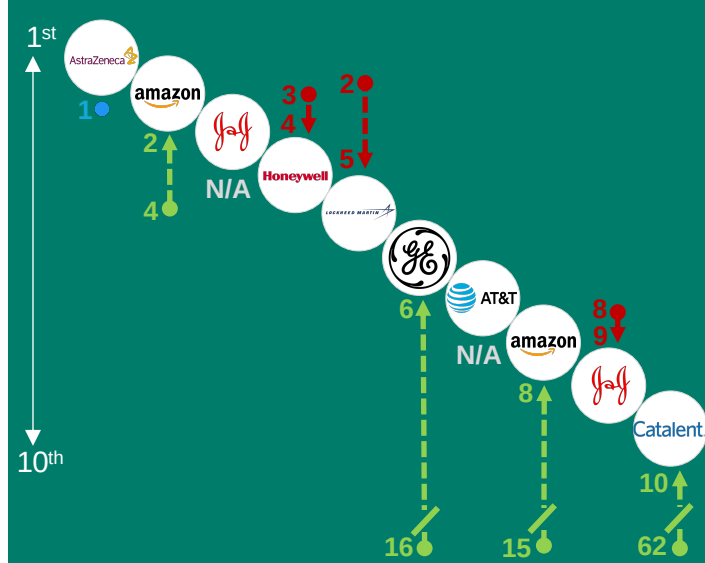
Top Programs in Operations



Comparison by Views 2022



Placement Comparison 2021 vs 2022



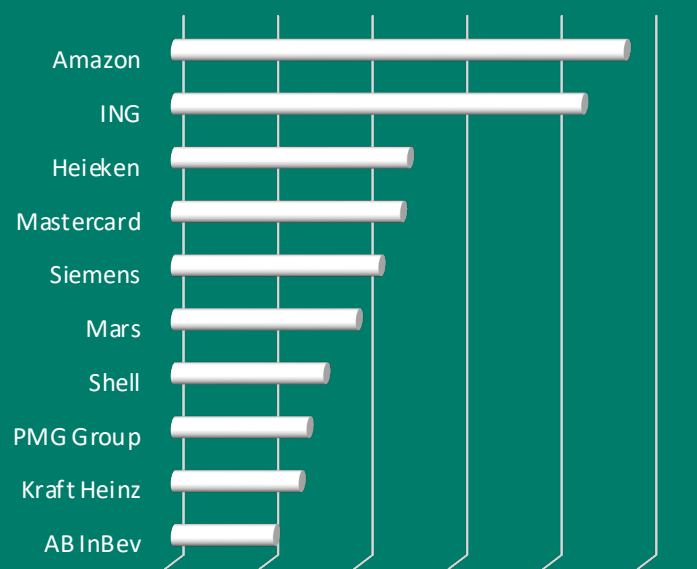
Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

Contact us: zana@careernomics.com | Tel. +41 22 343 47 47

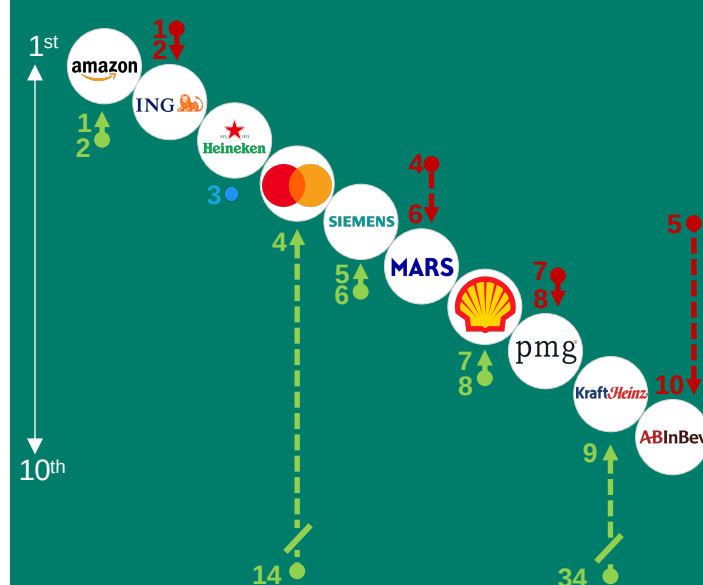
Top Programs in Rotational



Comparison by Views 2022



Placement Comparison 2021 vs 2022

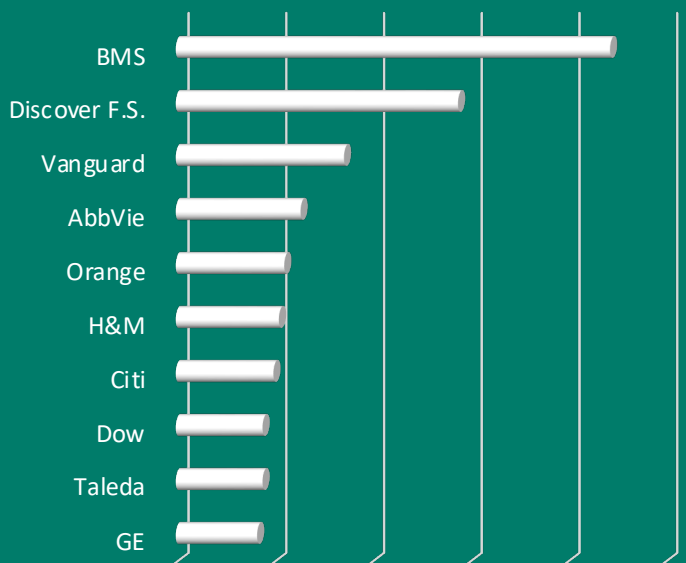




Top Programs in Technical



Comparison by Views 2022



NEW
Category
Ranking in
2022



2022 Ranking of Masters Development Programs by **SCHOOL LOCATION**





Top Programs in Asia

**Business Intern
2022**

1

Google

2

UBS

**Graduate Talent
Programs (GTP)**

**International Talent
Programme**

3

ING

SIEMENS

**Siemens Graduate
Program**

**MBA/Master's Level Full-
Time Opportunities**

amazon

**Shell Graduate
Programme**

**International Graduate
Programme**

Heineken

MARS

**Mars Leadership
Experience (MLE)**

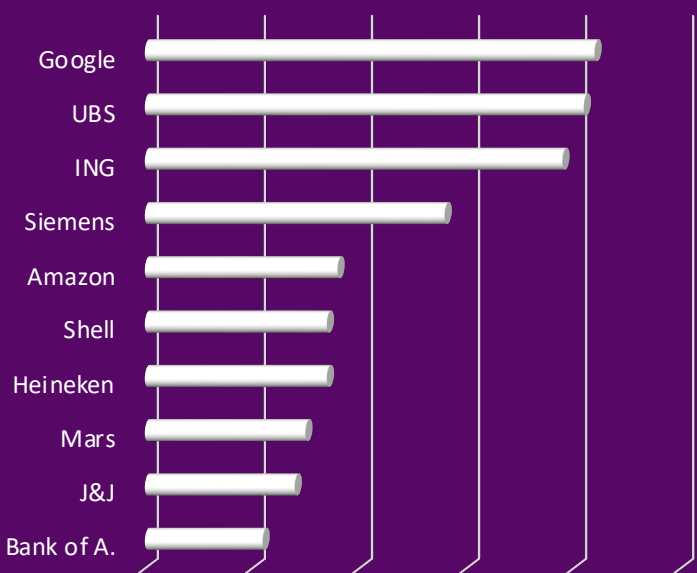
**International
Recruitment and
Development Program
Internship (IRDP)**

J&J

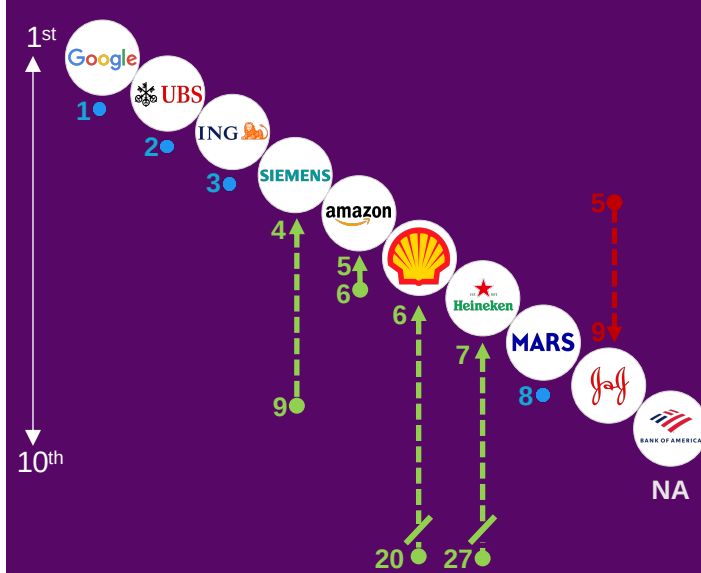
**Global Inv. Banking
Summer Analyst - Asia
Pacific**

BANK OF AMERICA

Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

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Top Programs in Europe

Graduate Talent Programs (GTP)

1



2



Business Intern 2022

International Talent Programme

3



MBA/Master's Level Full-Time Opportunities

Siemens Graduate Program



Commercial Leadership Program - CLP

Mars Leadership Experience (MLE)



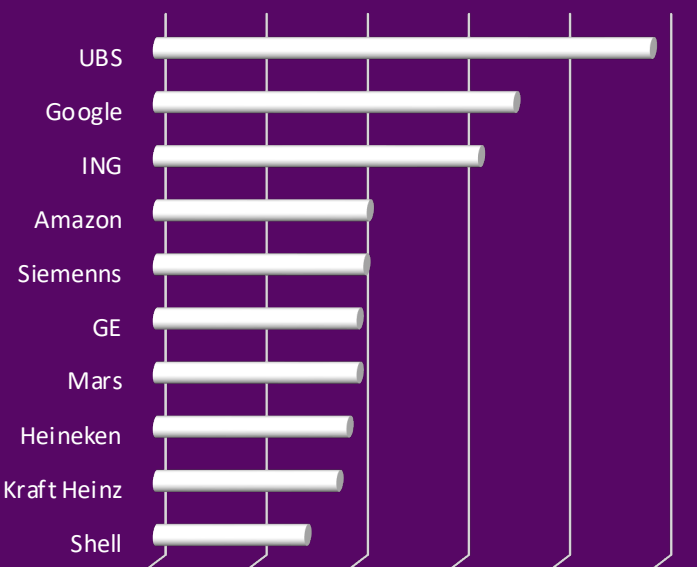
International Graduate Programme

The Kraft Heinz International Management Trainee Program

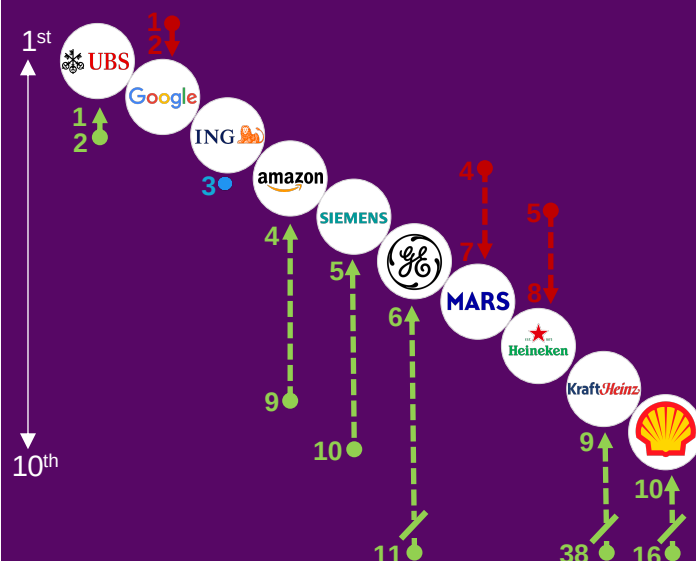


Shell Graduate Programme

Comparison by Views 2022



Placement Comparison 2021 vs 2022



Source: program views by Masters students from client business schools between Jun 1, 2021 and May 30, 2022

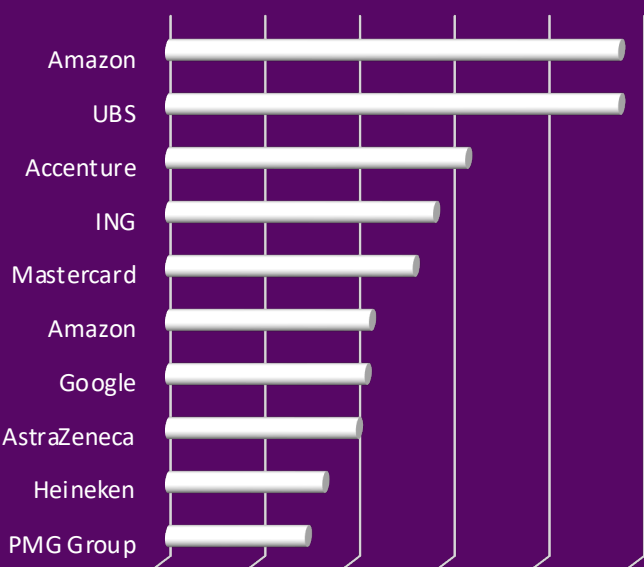
Contact us: zana@careernomics.com | Tel. +41 22 343 47 47



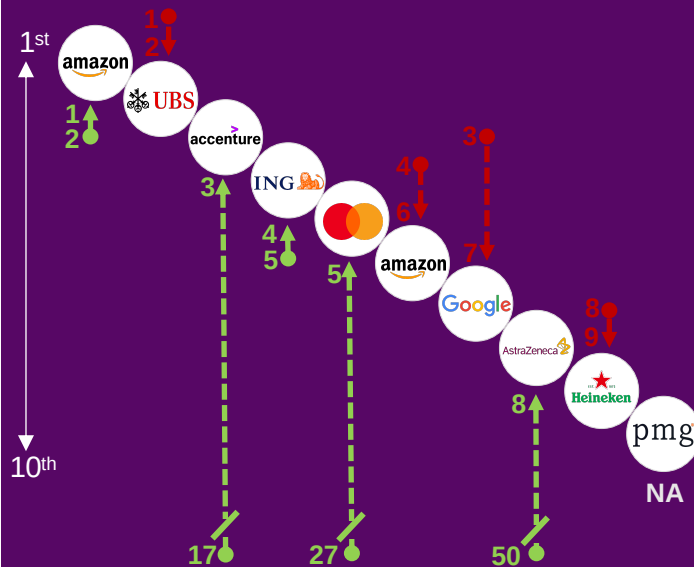
Top Programs in North America



Comparison by Views 2022



Placement Comparison 2021 vs 2022





Remember that Masters Development Programs aim to make outstanding leaders out of the people who are leaders already.

We therefore advise you to:

- Provide solid evidence of leadership qualities
- Avoid a technical CV
- Showcase initiative, leadership, drive, people skills, resourcefulness, humility, emotional intelligence, etc.
- Research the programs and identify the right ones for you
- Demonstrate a perfect fit with your target program (hard skills, soft skills, as well as personality)





Calling all Companies with LDPs

In September & October 2022, we will be organizing the [LDP Career Forum](https://www.Careernomics.com/LDPForum). You have an opportunity to promote your development program through a 30-minute live online Q&A session to high-caliber MBAs, Specialized Masters and Undergraduate students. You can also host additional networking sessions that can be public or invite-only. **Interested?**

www.Careernomics.com/LDPForum

LDP Career Forum

FOR EMPLOYERS

Welcome to the

LDP Career Forum

September & October, 2022

Interact with MBA,
Specialized Masters and
Undergrad students


139
Days

08
Hours

10
Minutes

40
Seconds

 Attract

 Engage

 Recruit

Overview

About the event

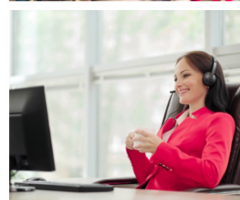
The Leadership Development Programs Career Forum enables employers from around the world to virtually interact with and recruit talented MBA, Specialized Masters and Undergrad students from top business schools.

Participation is free, easy, and requires minimal time and resources. No travel required. Excellent return on investment.

REGISTER NOW

Brought to you by:

Careernomics





About Careernomics

Careernomics is an integrated careers platform, that is focused on helping Masters students and alumni explore and identify the right career opportunities for them. We help them to:

- Broaden their job search and identify new employers and opportunities outside of their radar
- Explore fast.track leadership development programs
- Deep-dive into specific opportunities and easily access the key information they need from recruiting trends to culture and work permits
- Engage with employers live during online events

Let's connect at

Hello@Careernomics.com

