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2023 Ranking of MBA Development Programs



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What an exciting year we have had so far! And it with it, we release the **2023 Ranking of MBA Development Programs!** This is already the 9th edition of the annual ranking of the most popular programs among MBAs from around the world.

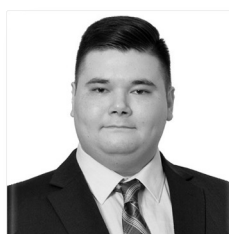
Through the analysis, we observe that the attractiveness of the LDPs hasn't quite yet reached the pre-Covid levels, when compared to just-in-time hiring roles. This can of course be related to a generational change and more students pursuing entrepreneurial paths than in the past. On the other hand, some of the programs have also started reducing their intake of candidates as well. We look forward to continuing observing the LDP market and interesting trends that erupt each year.

We hope this report will help you gain a better understanding of student interest and trends 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!](#)

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



Zana Zidansek



Alexandre Rossier



What are Development Programs?

Structured, intense, and often rotational, MBA Development Programs are fast-track programs within companies to develop and groom high-potential MBAs 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](https://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](https://careernomics.com) for early career students with no or little prior work experience

This report looks exclusively at the programs on MBA-Exchange.com and is based on program views from our +100 client business schools that are subscribed to this service.



* Another 1000+ programs are monitored but archived as no longer active and relevant for our candidates.





How we ranked the LDPs?

This report ranks 668* development programs based on +100'000 views* between April 16, 2022 and April 15, 2023.

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.

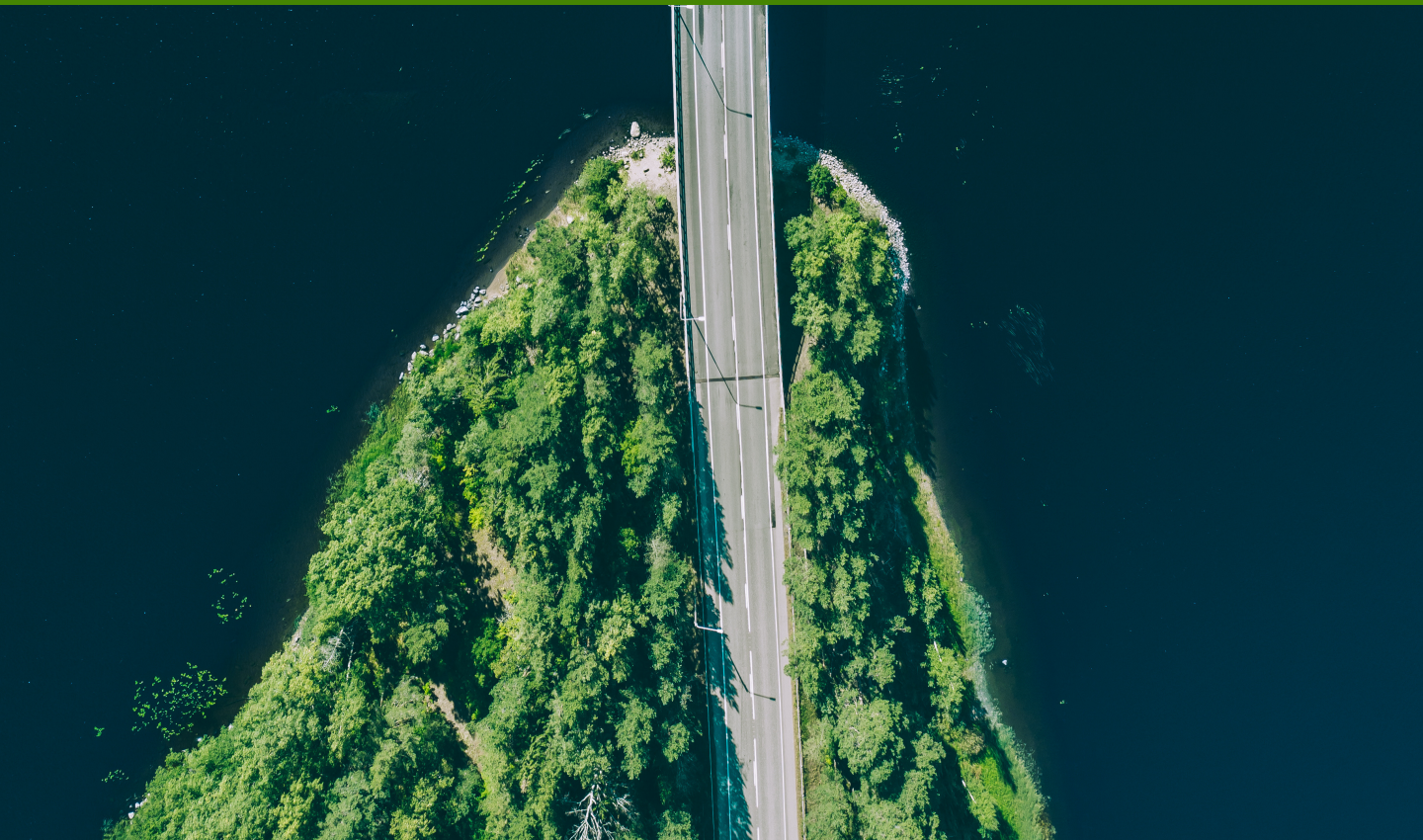




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2023 Ranking of MBA Development Programs **OVERVIEW**



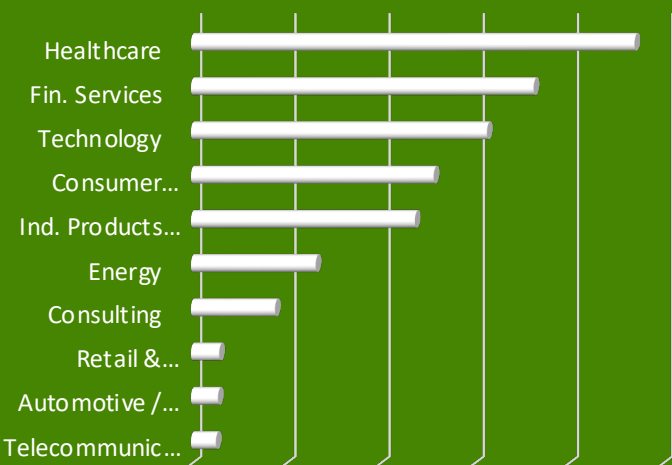


Most Popular Industries

Worldwide



Comparison by Views 2023



Popular Employers in Healthcare



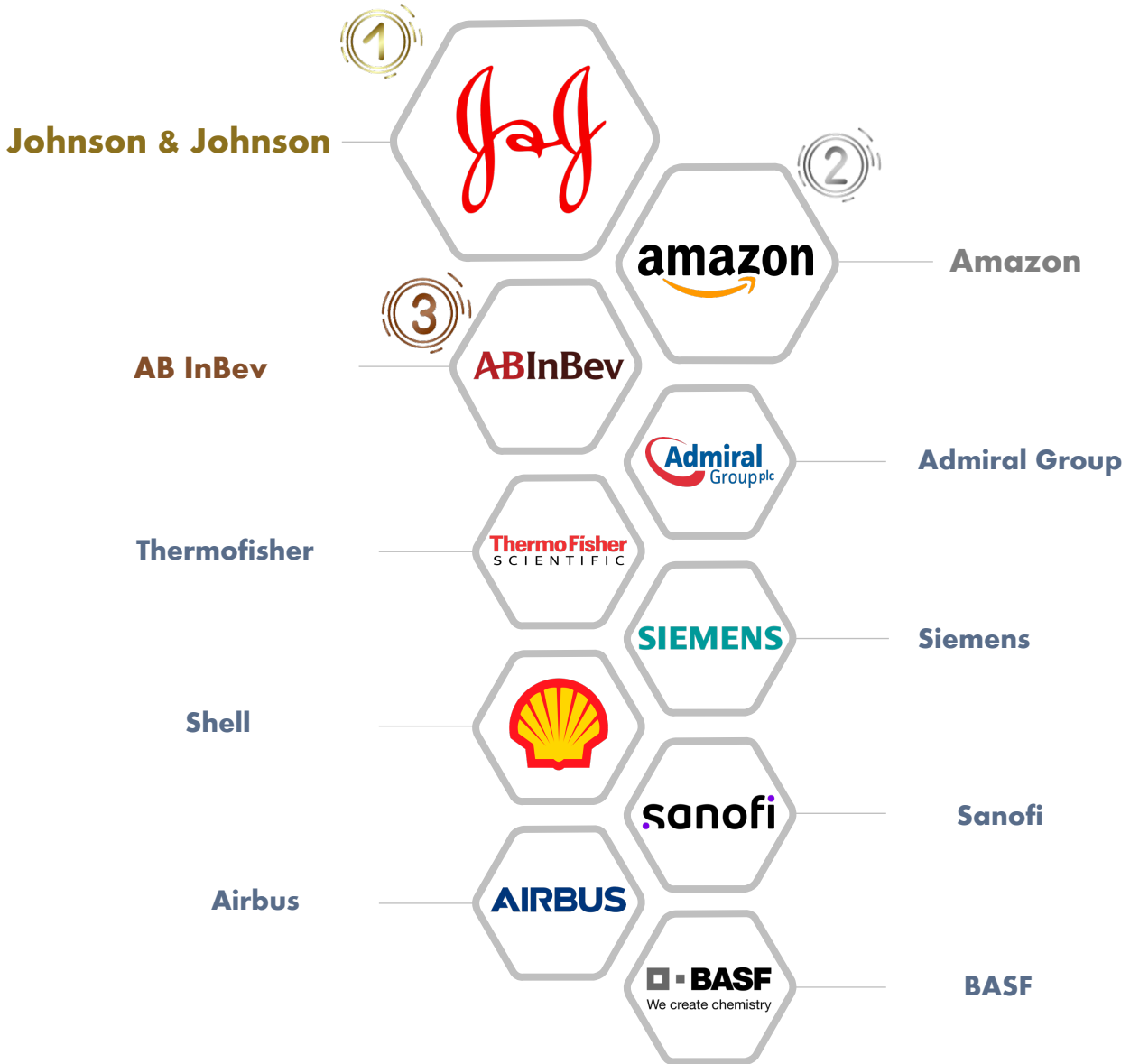
Popular Employers in Technology



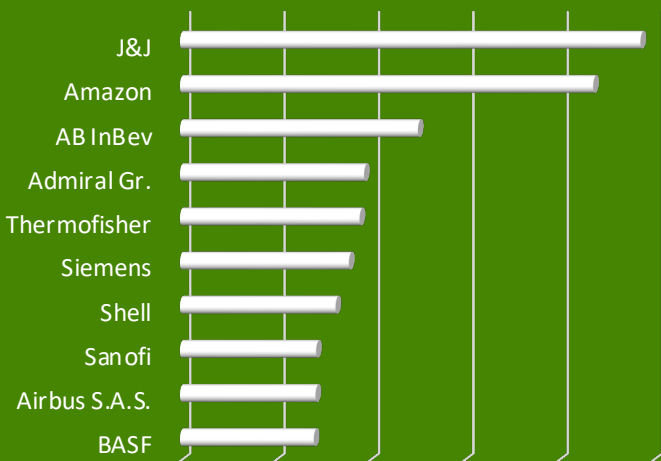


Most Popular Employers

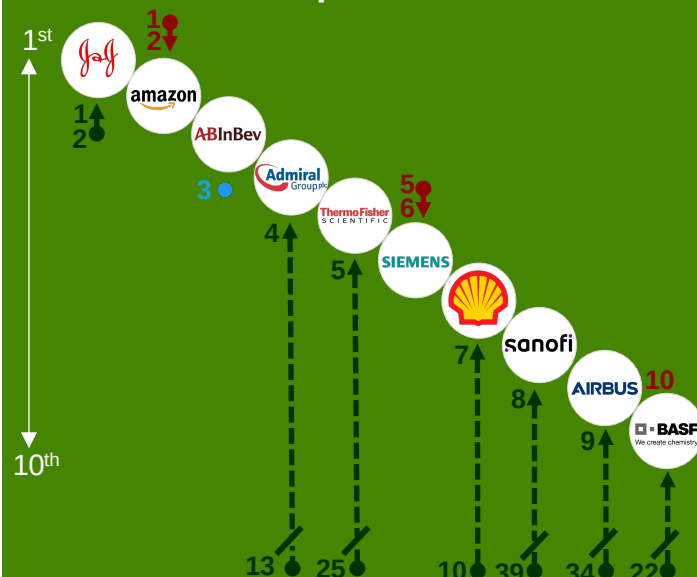
Worldwide



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2022 and Apr 15, 2023

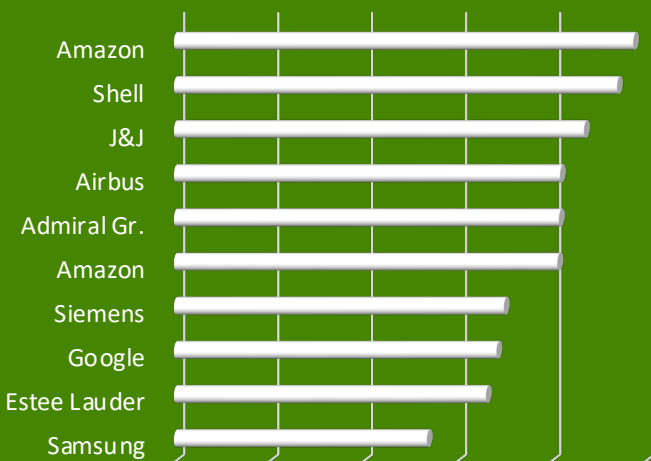
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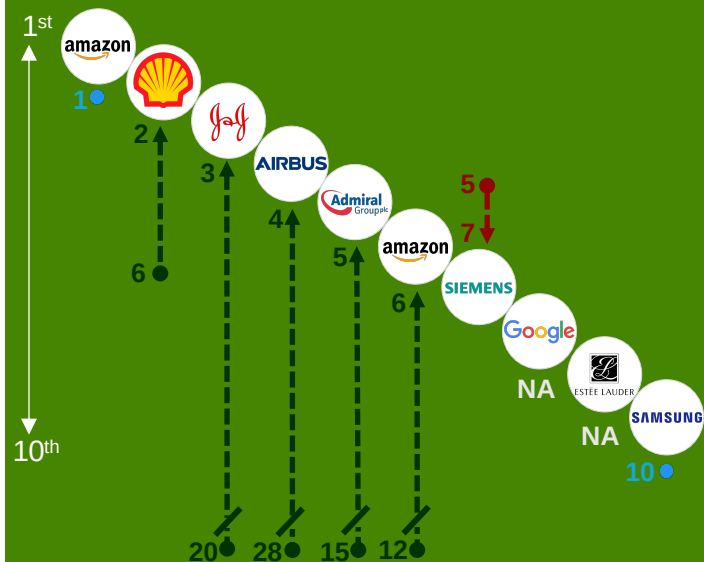
Top Programs – Full-time & Internships



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2022 and Apr 15, 2023

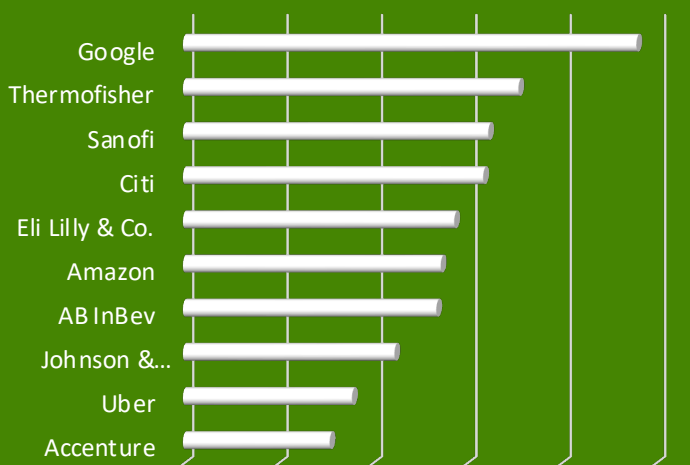
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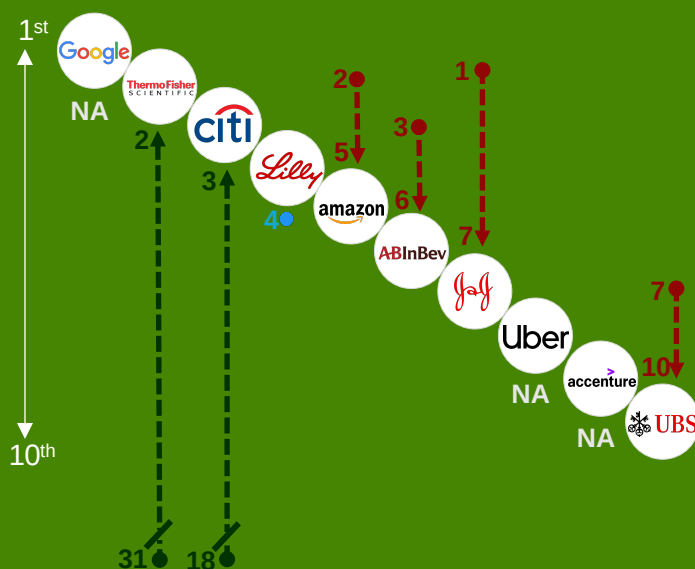
Top Programs – Internships



Comparison by Views 2023



Placement Comparison 2022 vs 2023



Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2022 and Apr 15, 2023

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2023 Ranking of MBA Development Programs by **INDUSTRY**

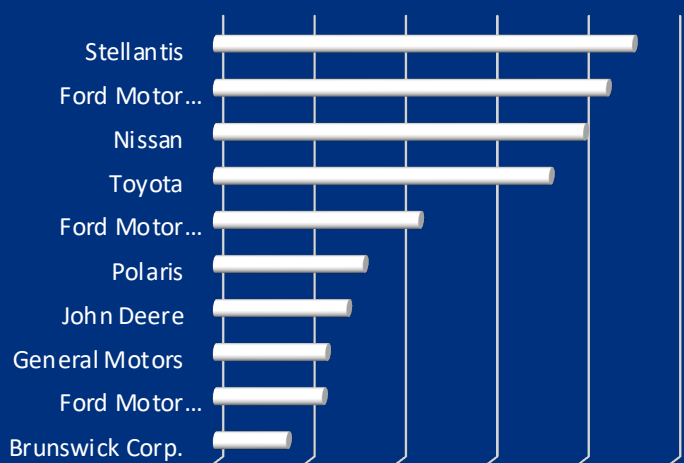




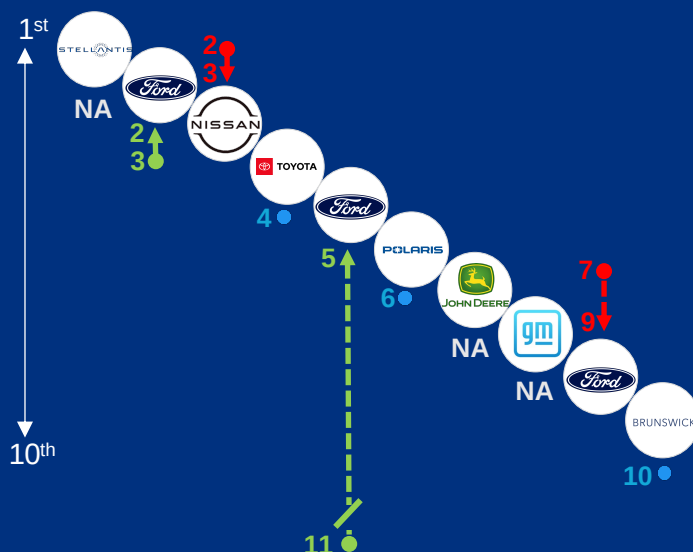
Top Programs in Automotive / Transportation



Comparison by Views 2023



Placement Comparison 2022 vs 2023

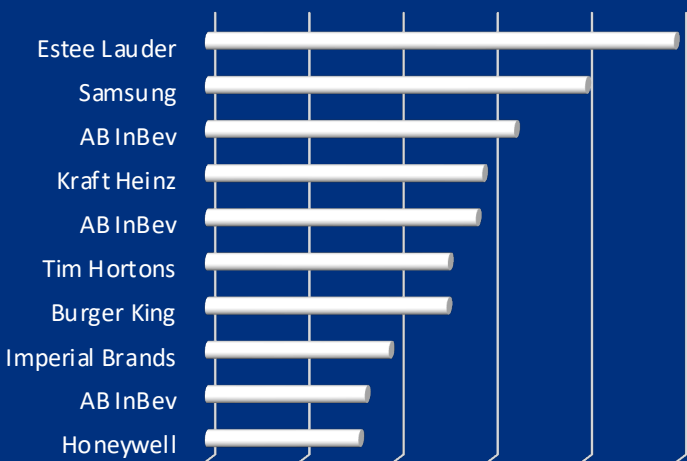




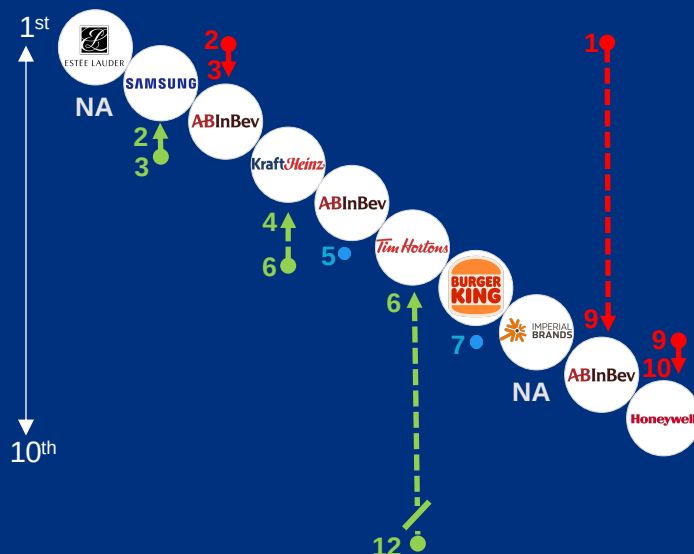
Top Programs in Consumer



Comparison by Views 2023



Placement Comparison 2022 vs 2023





Top Programs in Energy

Shell Graduate Programme

1



2

SIEMENS

Siemens CEO* Program Associate

Vestas Graduate Programme

3

Vestas

Business Management Leadership Program

Finance Excellence Program

SIEMENS

Finance and Commercial MBA Development Program



MBA Leadership Development Program



EAT•N

Commercial Leadership Development Program

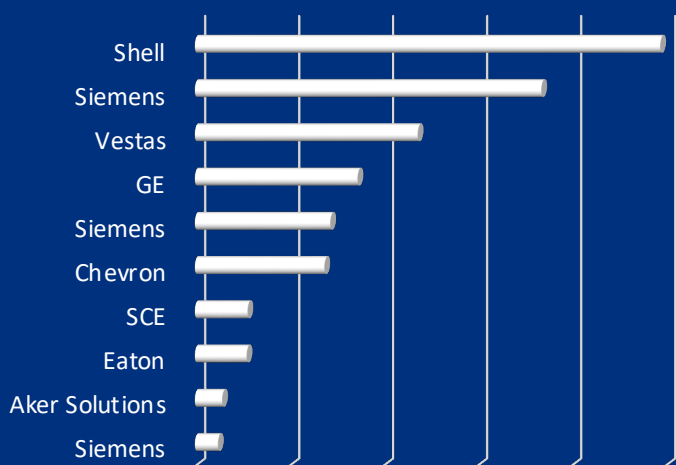
International Talent Program



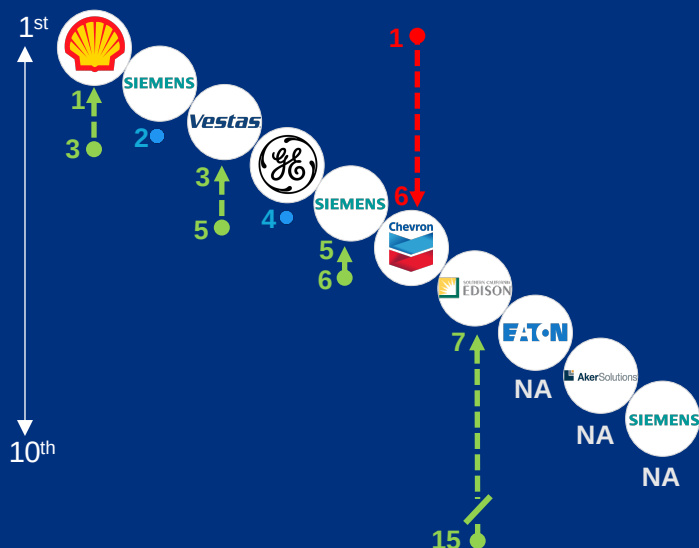
SIEMENS

Siemens Graduate Program for Finance at Siemens Real Estate

Comparison by Views 2023



Placement Comparison 2022 vs 2023

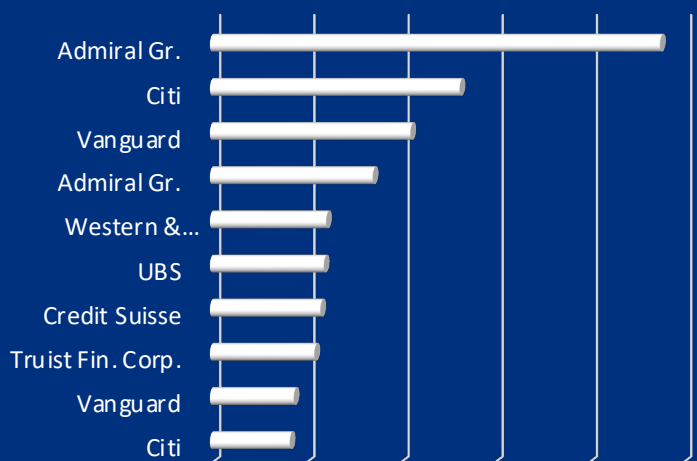




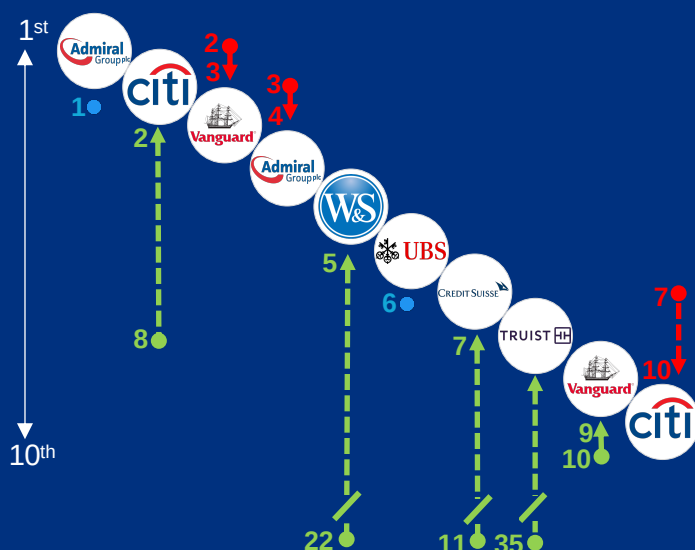
Top Programs in Financial Services



Comparison by Views 2023

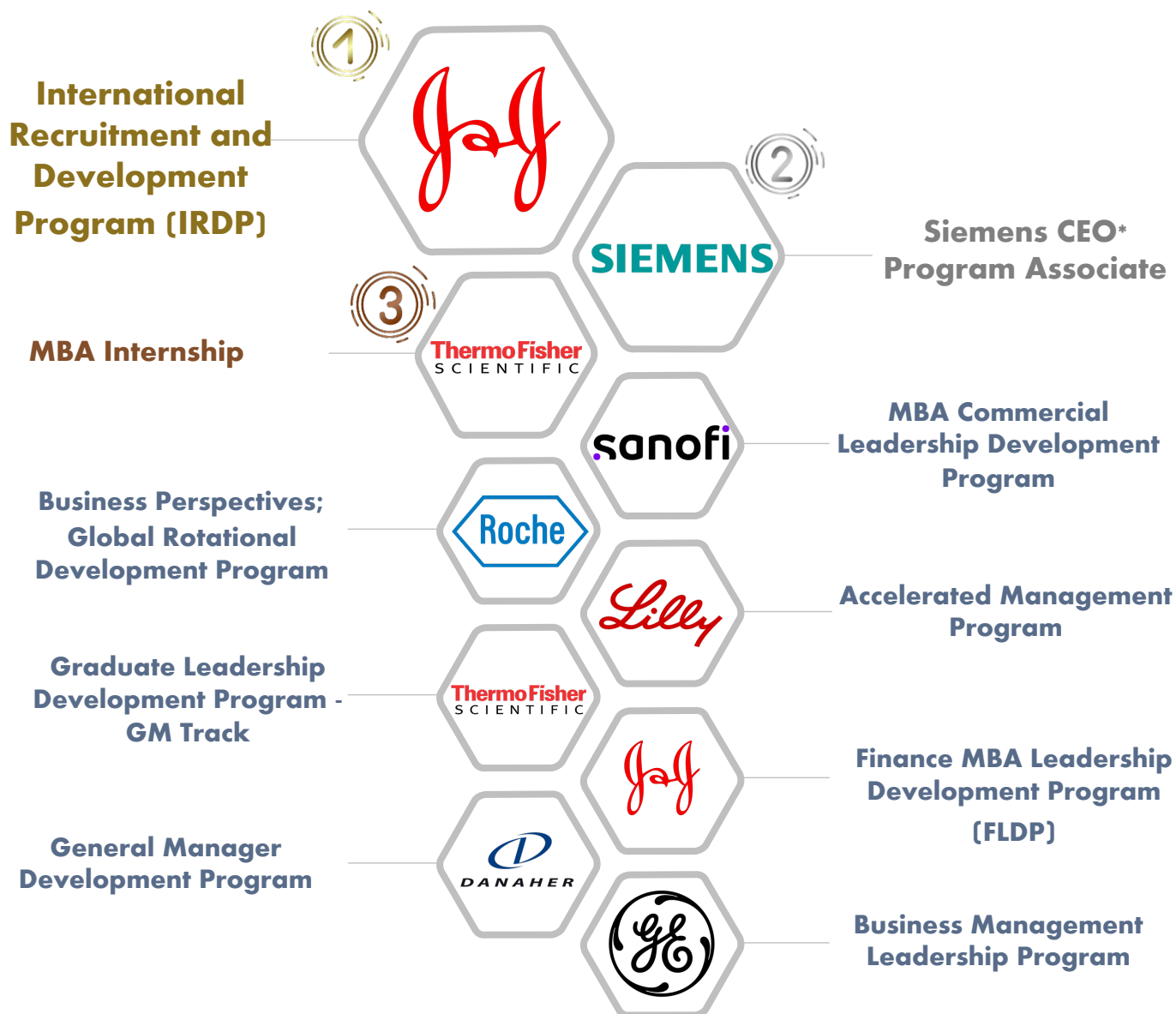


Placement Comparison 2022 vs 2023

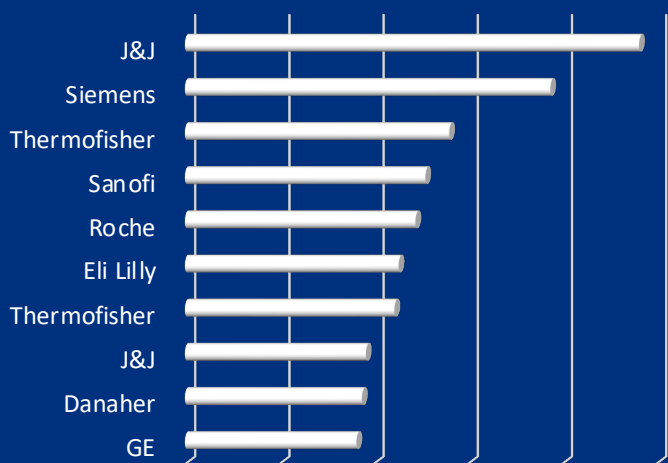




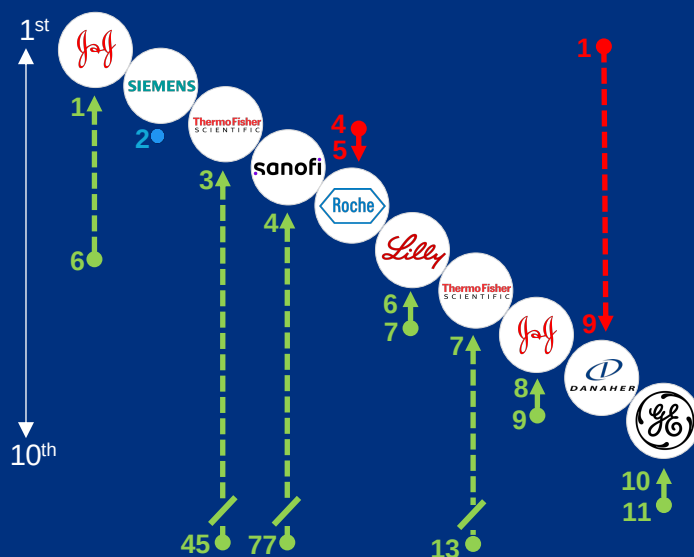
Top Programs in Healthcare



Comparison by Views 2023



Placement Comparison 2022 vs 2023

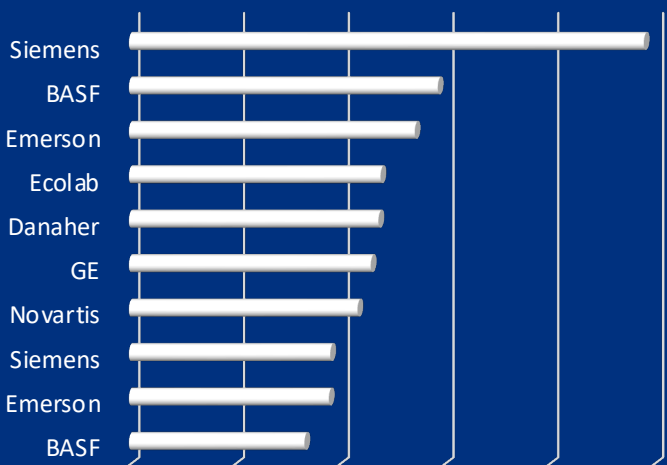




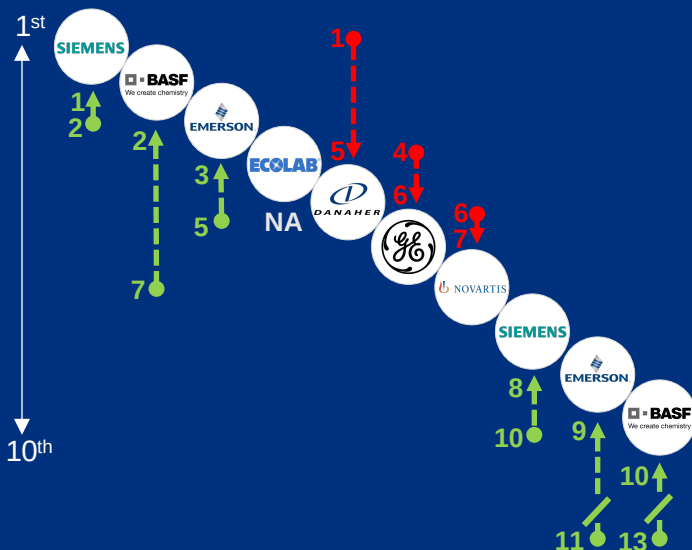
Top Programs in Industrial Products and Services



Comparison by Views 2023



Placement Comparison 2022 vs 2023

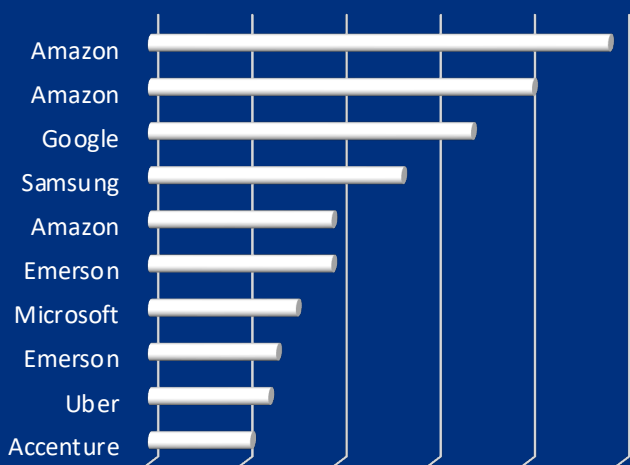




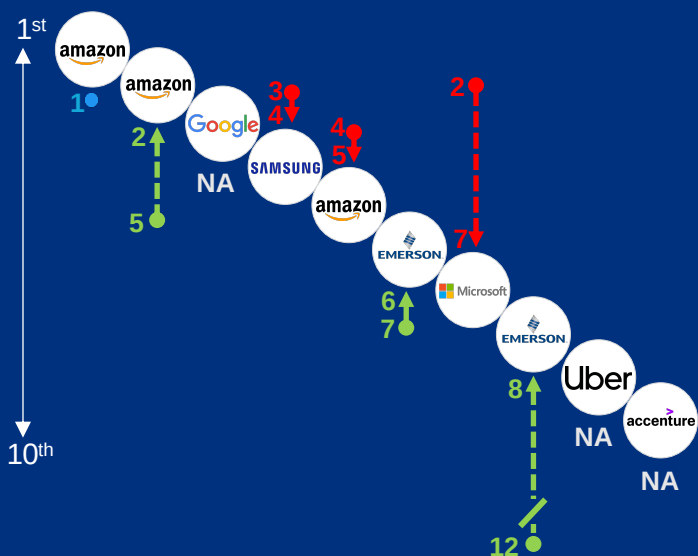
Top Programs in Technology



Comparison by Views 2023



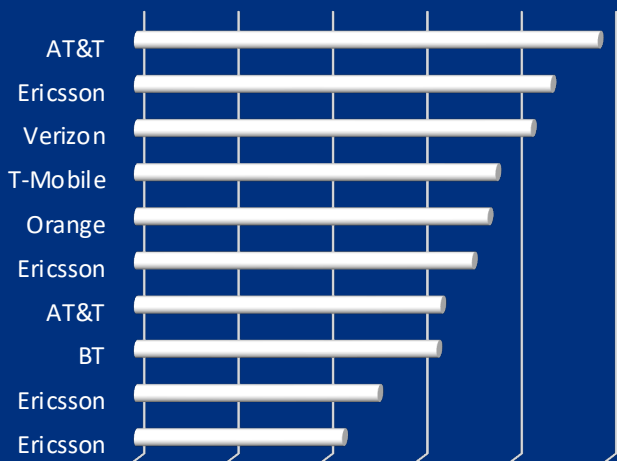
Placement Comparison 2022 vs 2023



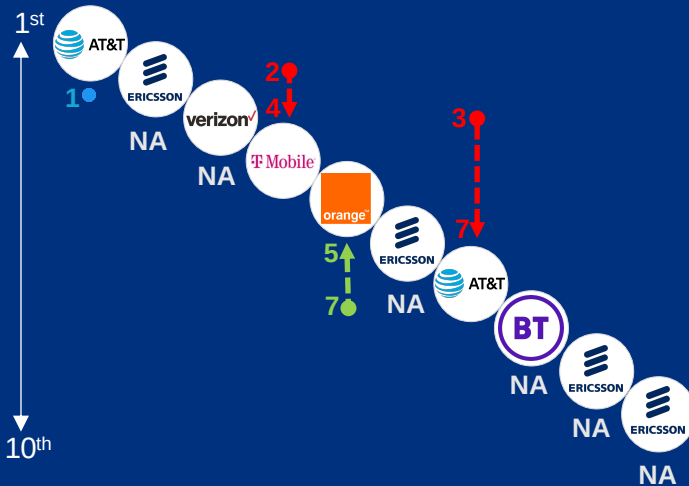
Top Programs in Telecommunications



Comparison by Views 2023



Placement Comparison 2022 vs 2023

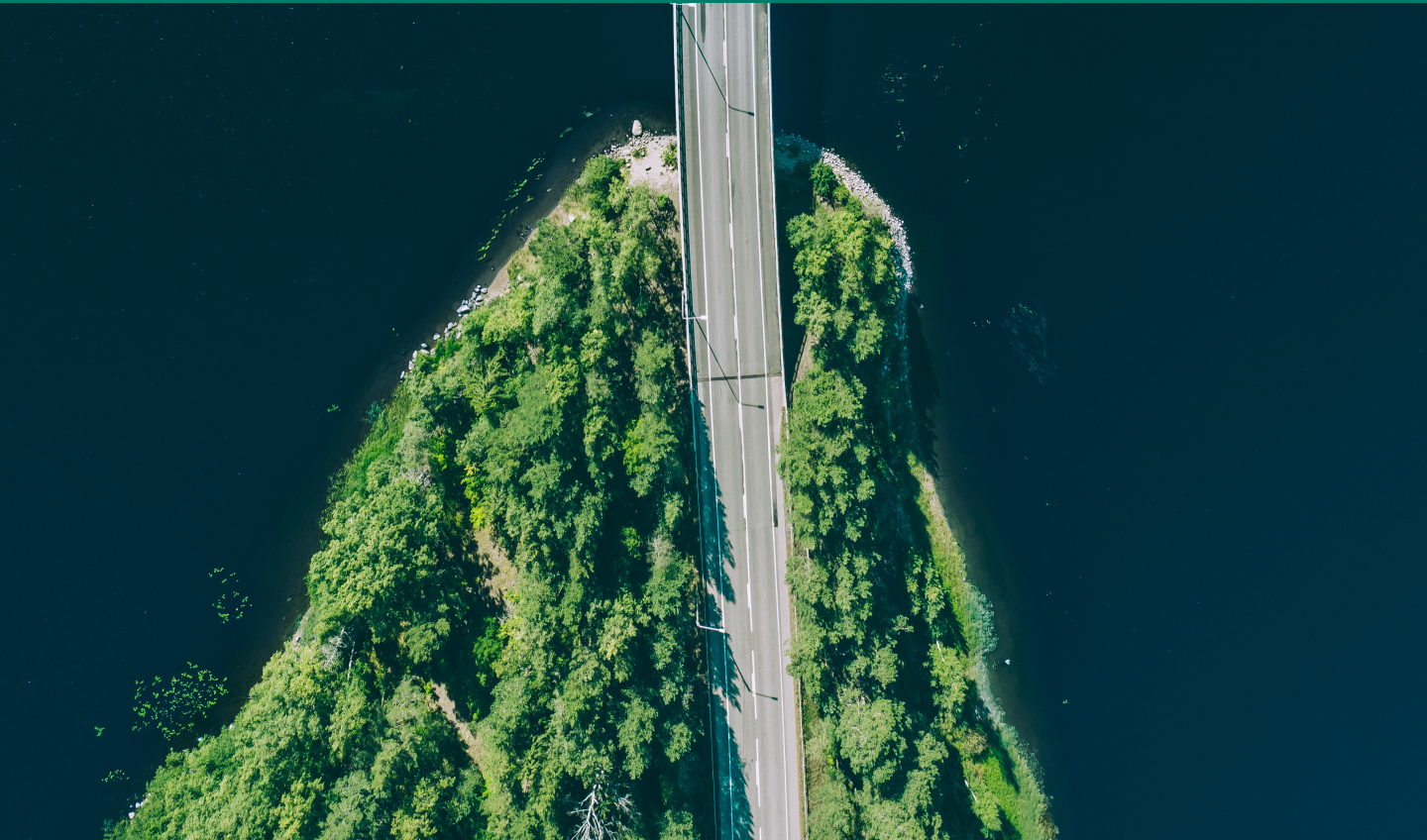




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2023 Ranking of MBA Development Programs by **FOCUS AREA**

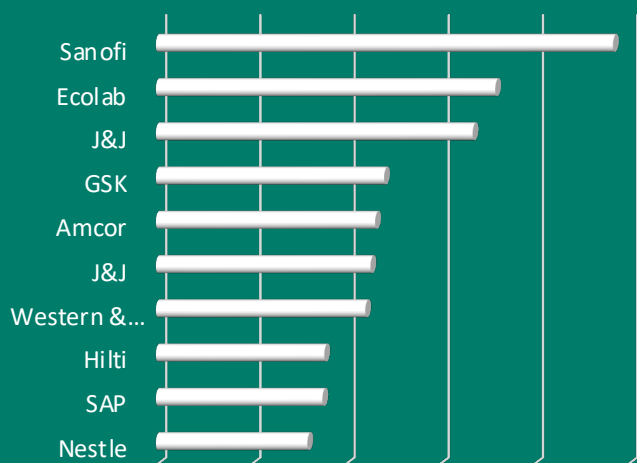




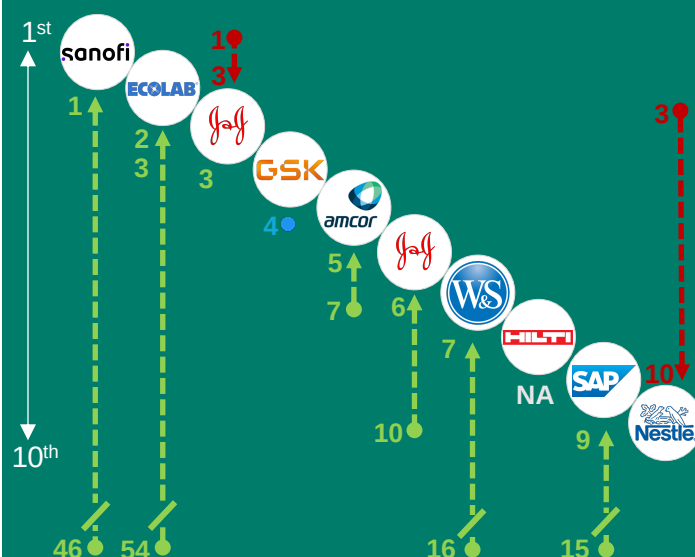
Top Programs in Commercial



Comparison by Views 2023



Placement Comparison 2022 vs 2023

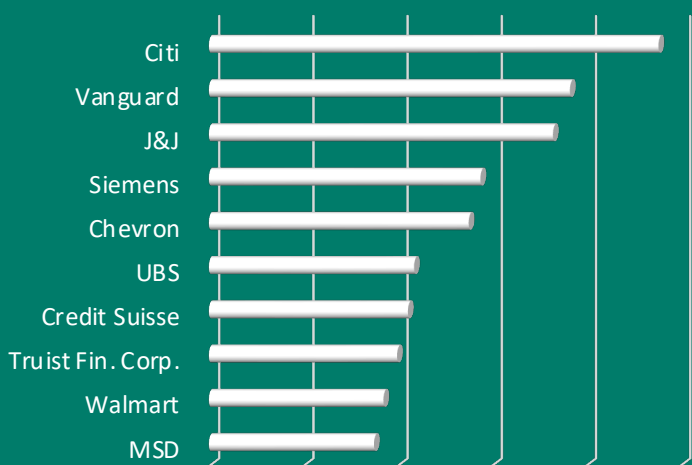




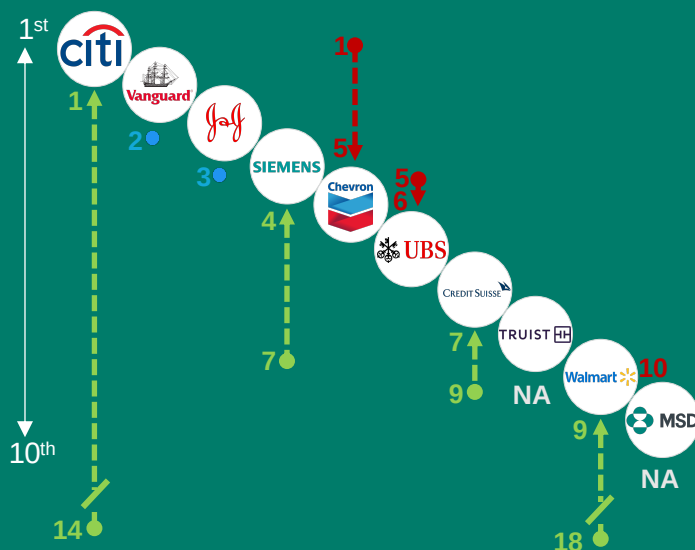
Top Programs in Finance



Comparison by Views 2023



Placement Comparison 2022 vs 2023



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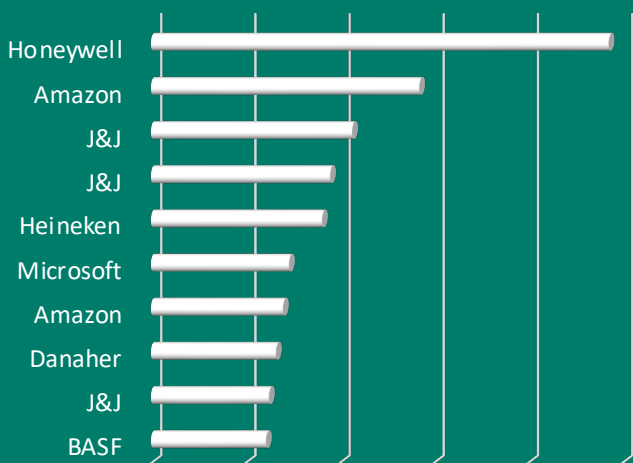
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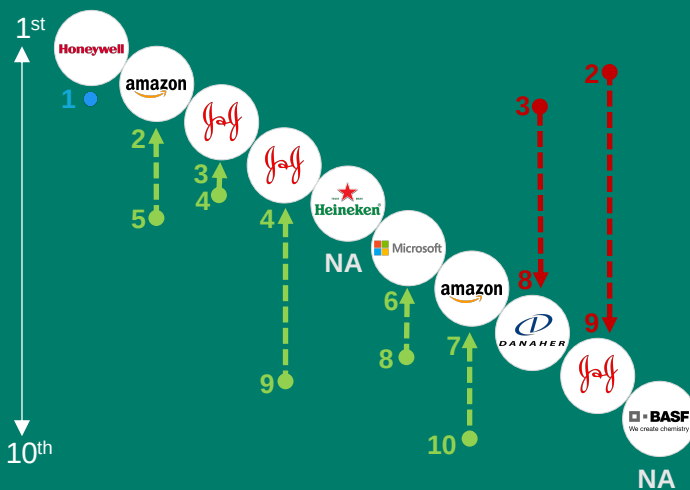
Top Programs in Human Resources



Comparison by Views 2023



Placement Comparison 2022 vs 2023

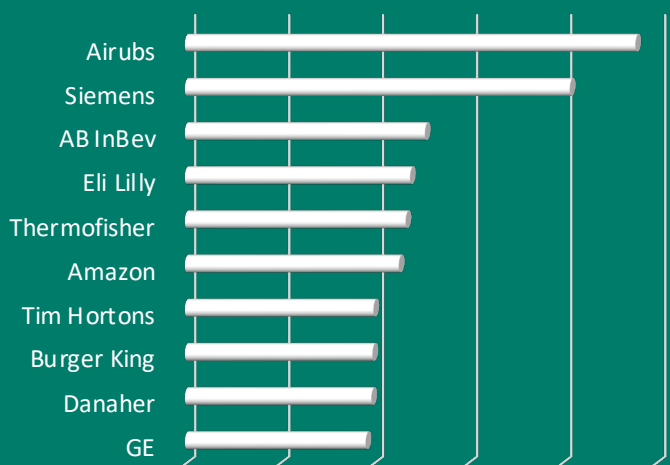




Top Programs in Management



Comparison by Views 2023



Placement Comparison 2022 vs 2023

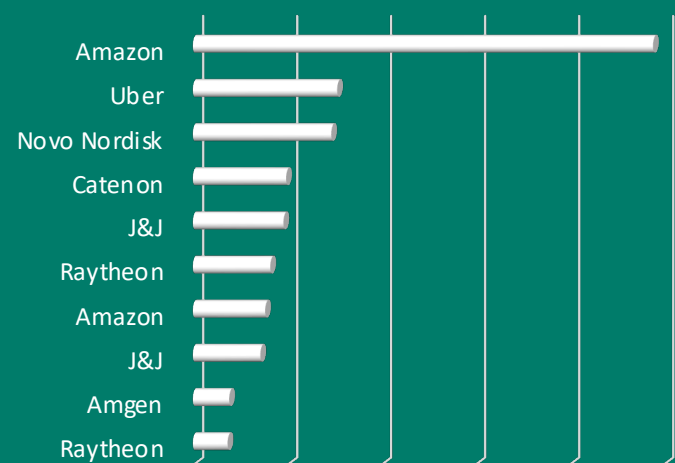




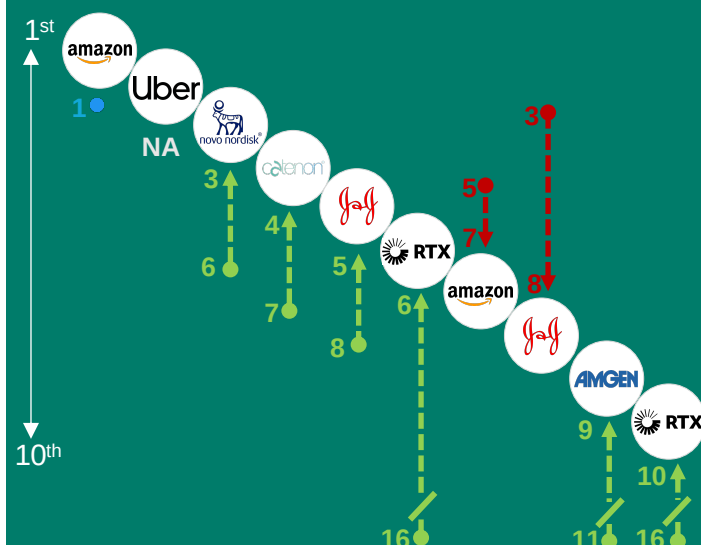
Top Programs in Operations



Comparison by Views 2023



Placement Comparison 2022 vs 2023

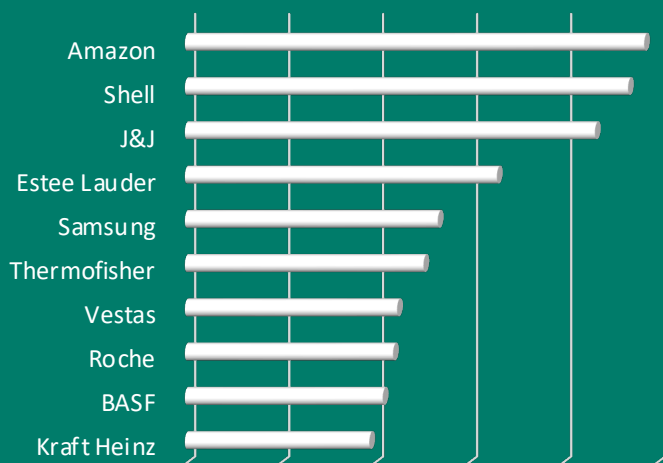




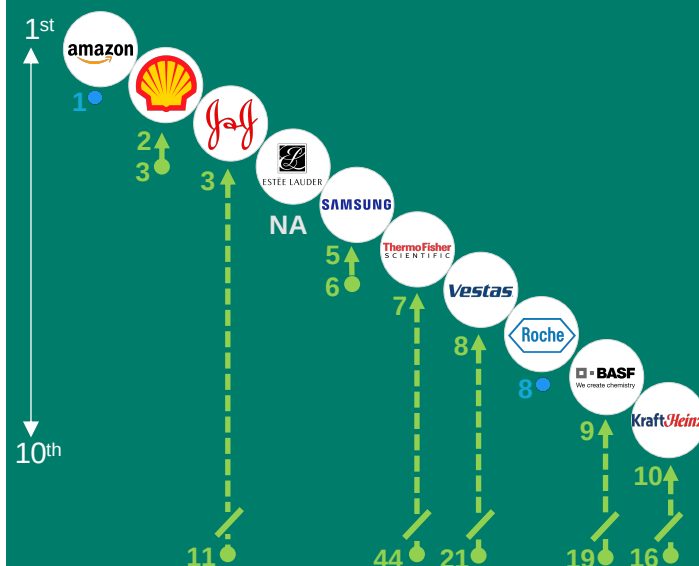
Top Programs in Rotational



Comparison by Views 2023



Placement Comparison 2022 vs 2023



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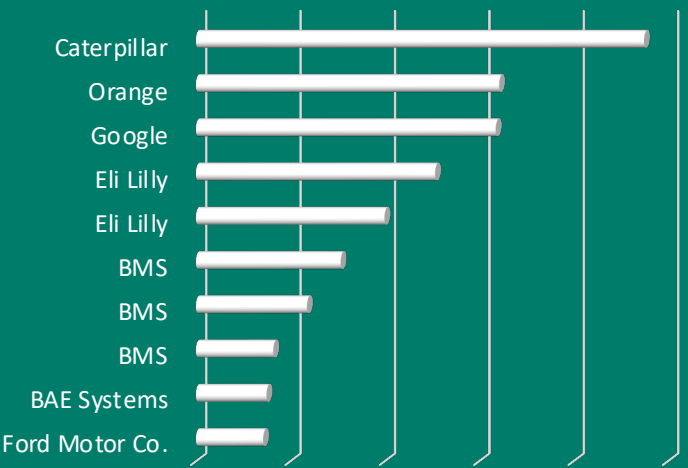
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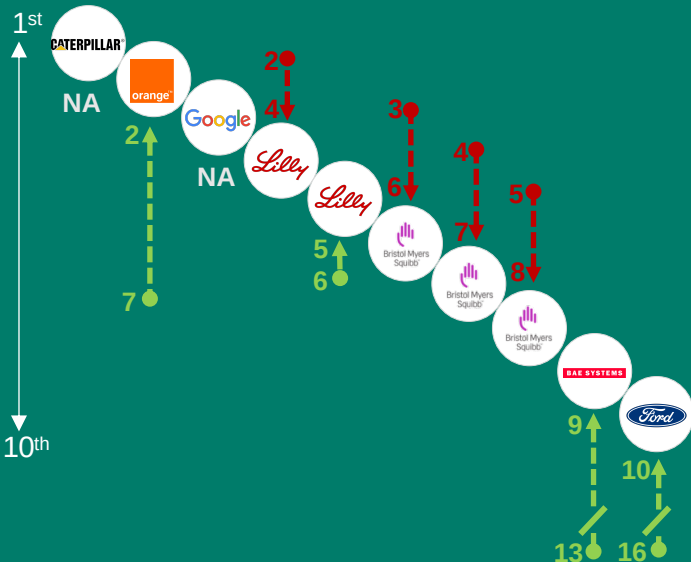
Top Programs in Technical



Comparison by Views 2023



Placement Comparison 2022 vs 2023

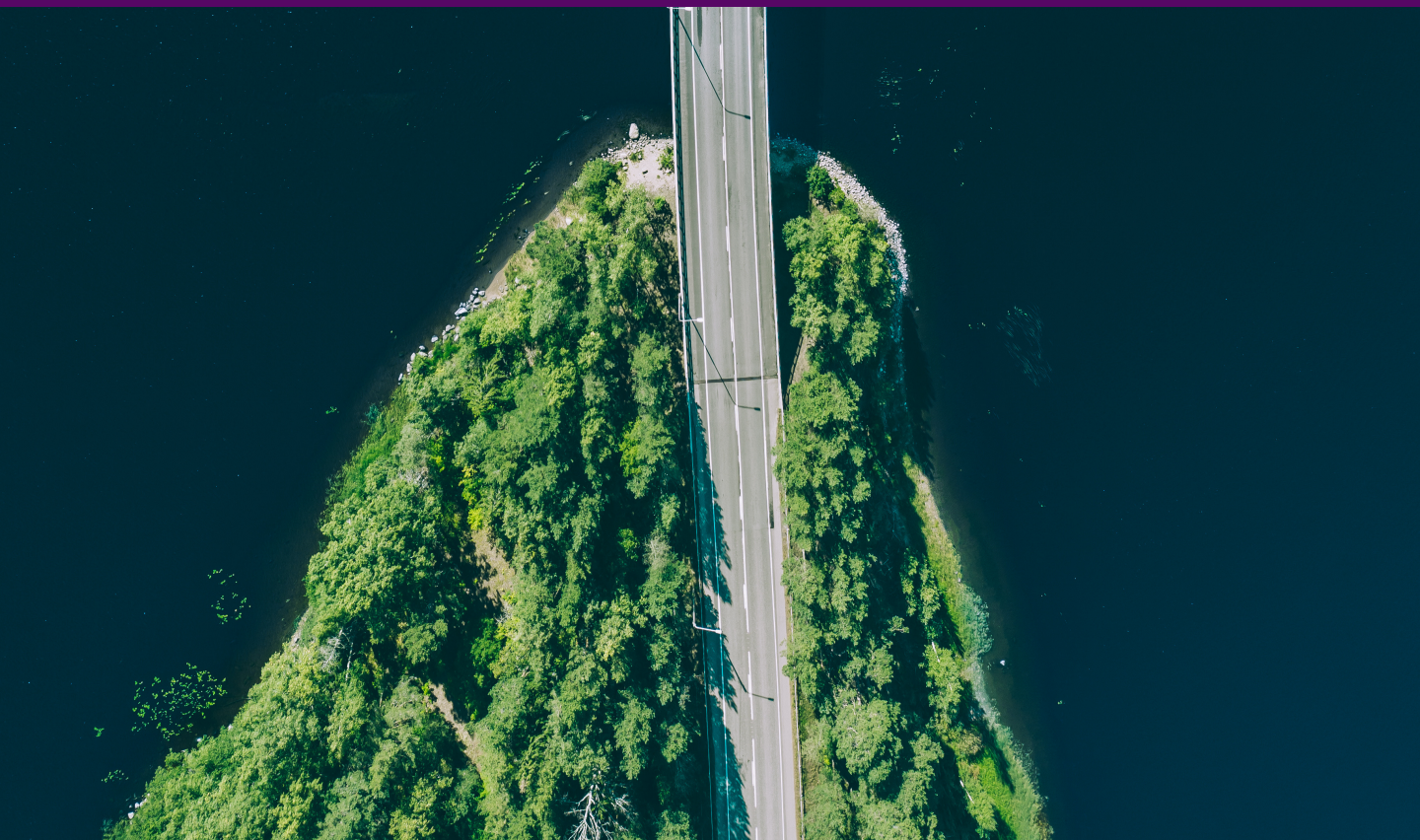




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2023 Ranking of MBA Development Programs by **SCHOOL LOCATION**

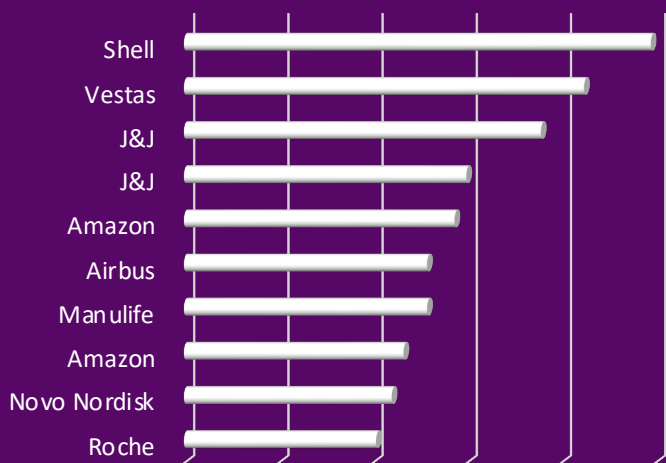




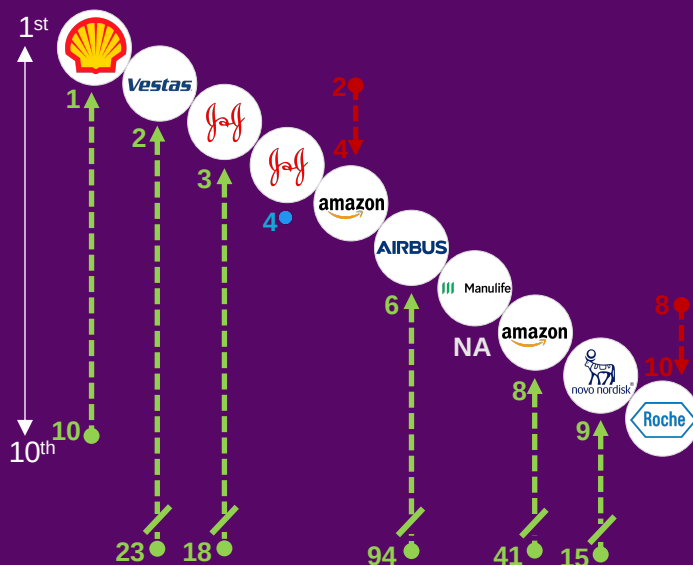
Top Programs in Asia



Comparison by Views 2023



Placement Comparison 2022 vs 2023

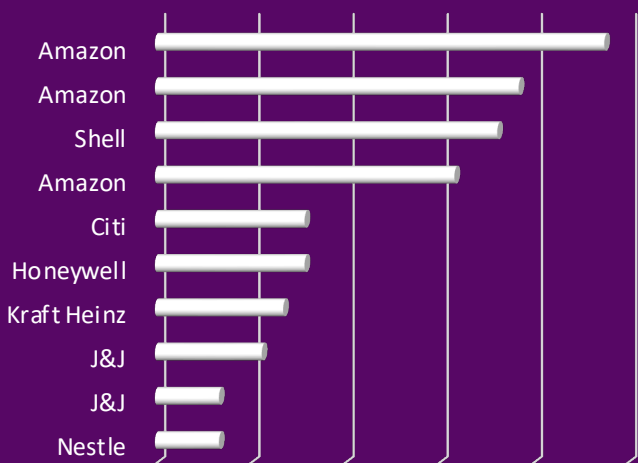




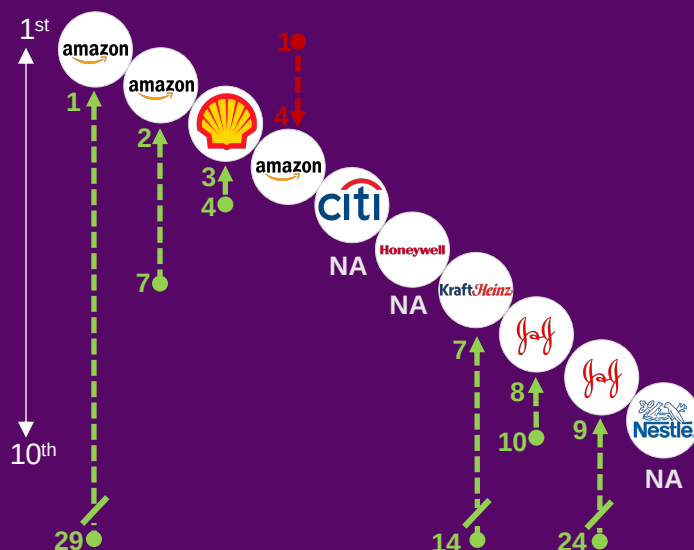
Top Programs in Australia



Comparison by Views 2023



Placement Comparison 2022 vs 2023





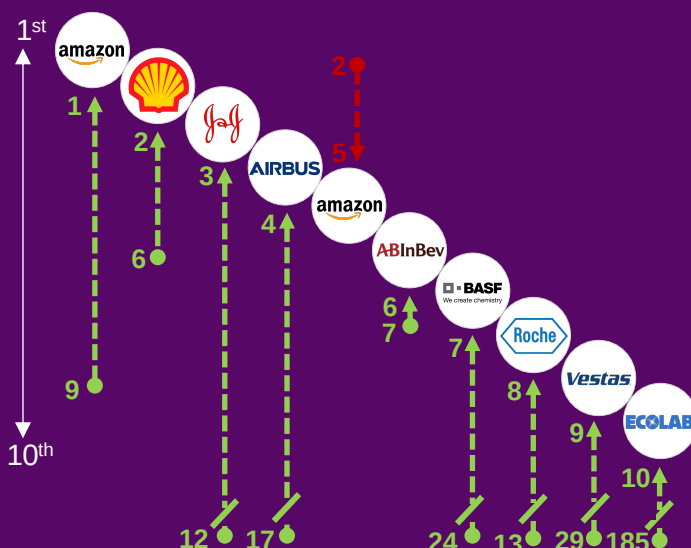
Top Programs in Europe



Comparison by Views 2023



Placement Comparison 2022 vs 2023

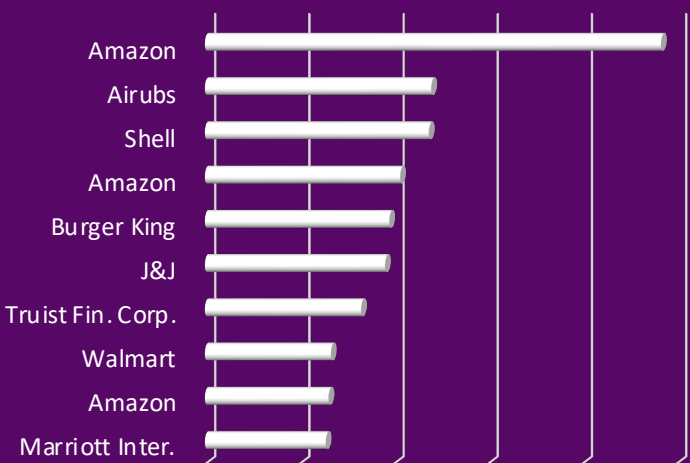




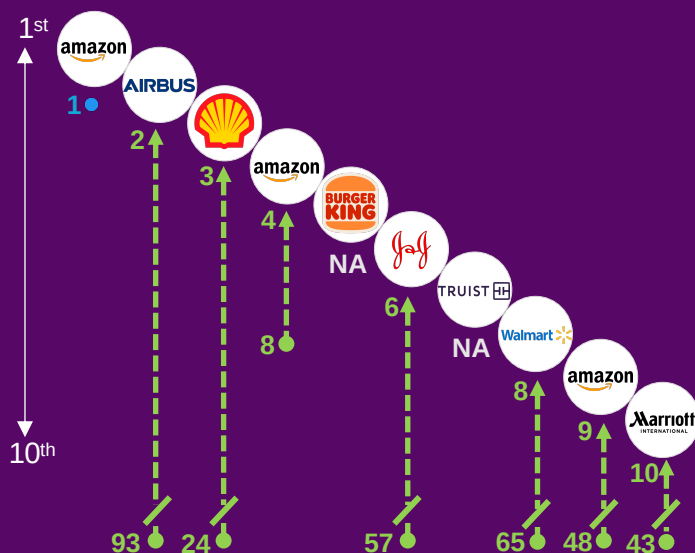
Top Programs in North America



Comparison by Views 2023



Placement Comparison 2022 vs 2023





Remember that MBA 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)





About MBA-Exchange.com

MBA-Exchange.com is an integrated careers platform, focused on helping MBAs explore and identify the right career opportunities.

We help:

- Increase career services value proposition to their students, international and domestic, through our tailored experience for each of them
- Support students' career goals by suggesting new jobs, programs or companies that are relevant to them
- Easily identify and share opportunities that match students' profiles & preferences
- Manage students' and alumni activity, and analyze it to better understand their needs

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