



2024 Ranking of MBA Development Programs



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We are excited to release the **2024 Ranking of MBA Development Programs!** It's hard to believe that is the **10th year** that we will be releasing these rankings. We'd like to extend a special thank you for all the support we have received over the past decade and look forward to continuing for many years to come.

Our analysis reveals that Leadership Development Programs (LDPs) are slowly regaining their popularity among MBAs but they are still not quite to pre-pandemic levels. We have noticed this past year that the students have put a higher emphasis on sustainability/CSR. This trend will surely have to be taken into consideration by the LDP managers in the upcoming years.

The landscape of LDPs is evolving, with a growing emphasis on digital skills and global perspectives. Many programs are integrating cutting-edge technologies like AI and machine learning into their curricula to prepare leaders for the future.

Our goal with this report is to help students, career services and employers to 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



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 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 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 599* development programs based on +100'000 views* between April 16, 2023 and April 15, 2024.

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

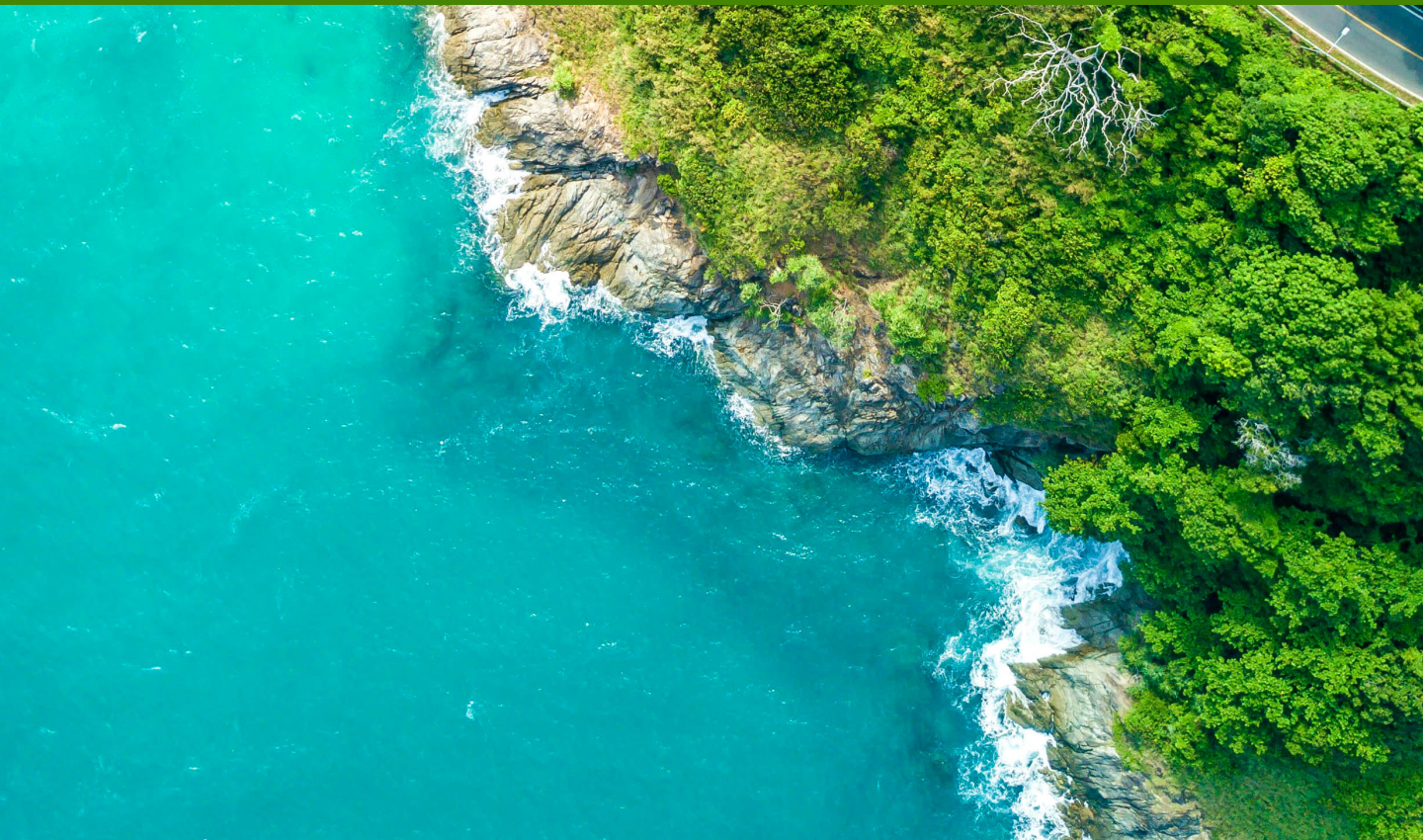
- Global rankings
- Top Development Programs by Industry
- Top Development Programs by Business Area
- Top Development Programs by School Location

* 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.





2024 Ranking of MBA Development Programs **OVERVIEW**



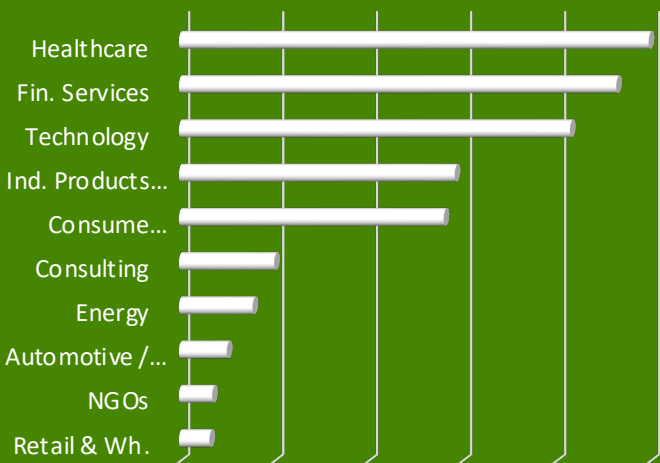


Most Popular Industries

Worldwide



Comparison by Views 2024



Popular Employers in Healthcare



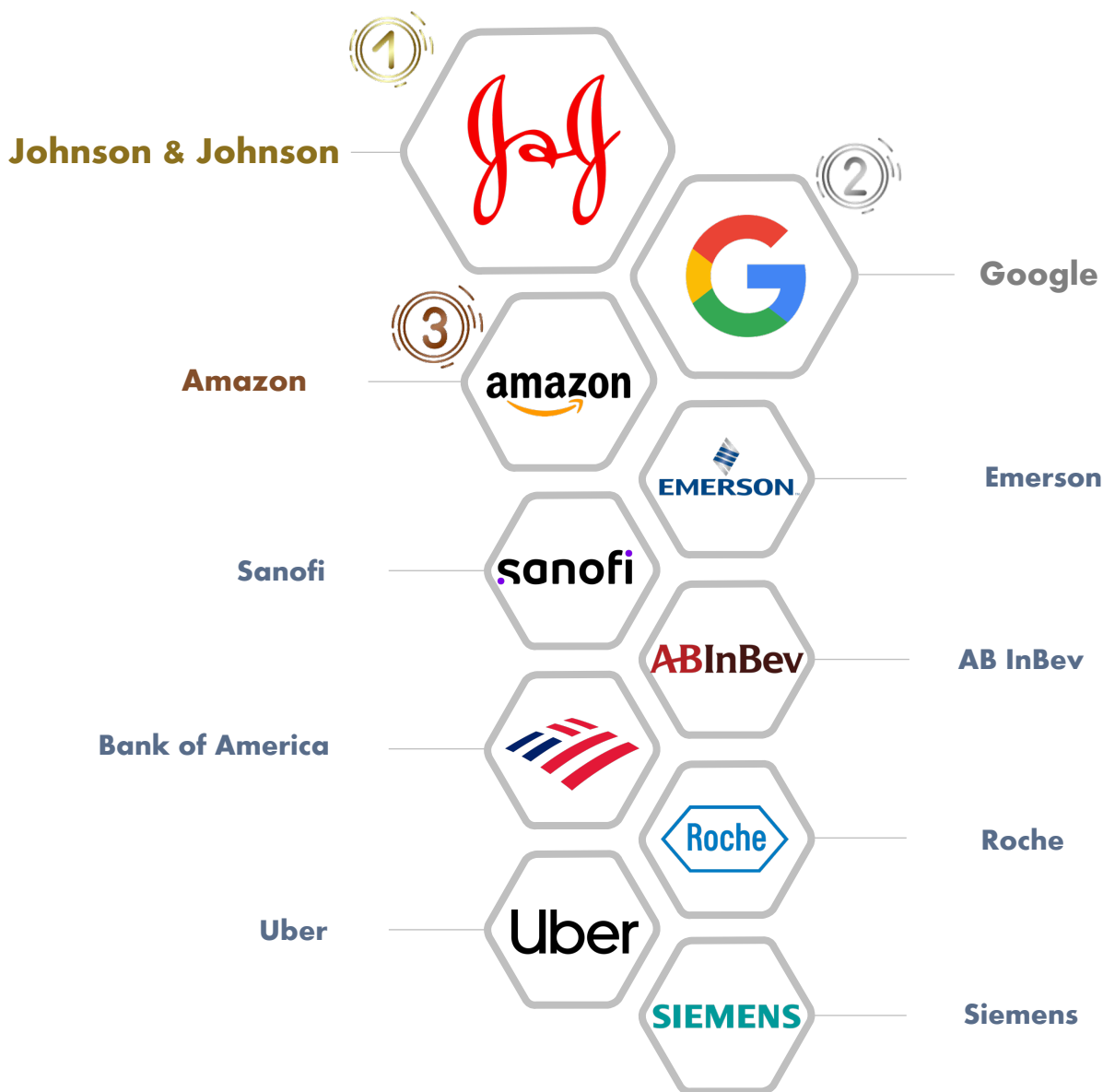
Popular Employers in Financial Services



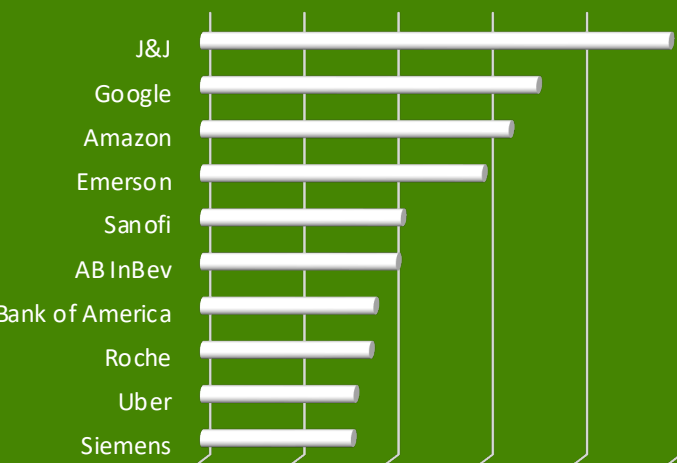


Most Popular Employers

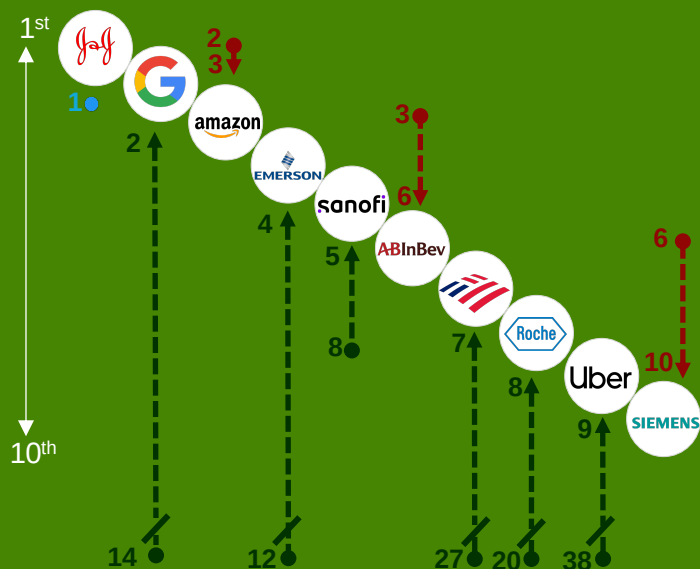
Worldwide



Comparison by Views 2024



Placement Comparison 2023 vs 2024



Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2023 and Apr 15, 2024

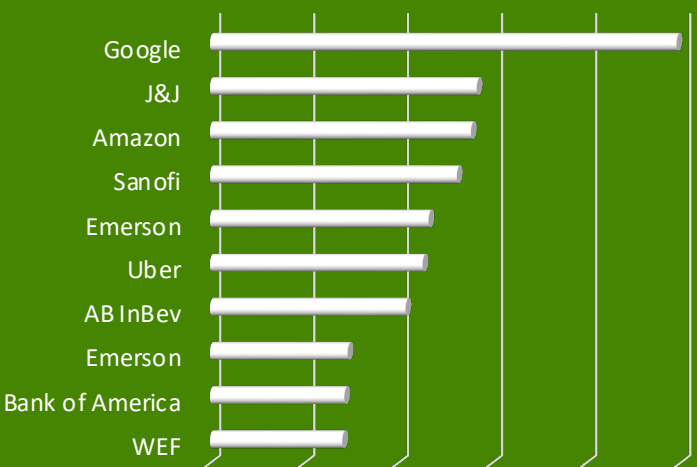
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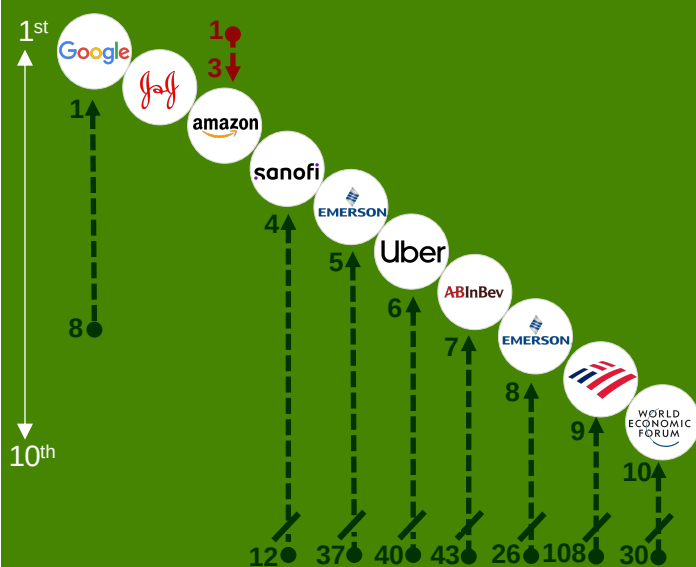
Top Programs – Full-time & Internships



Comparison by Views 2024



Placement Comparison 2023 vs 2024



Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2023 and Apr 15, 2024

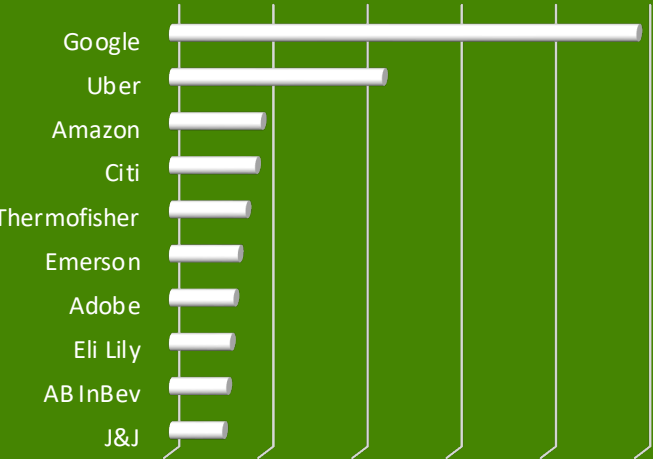
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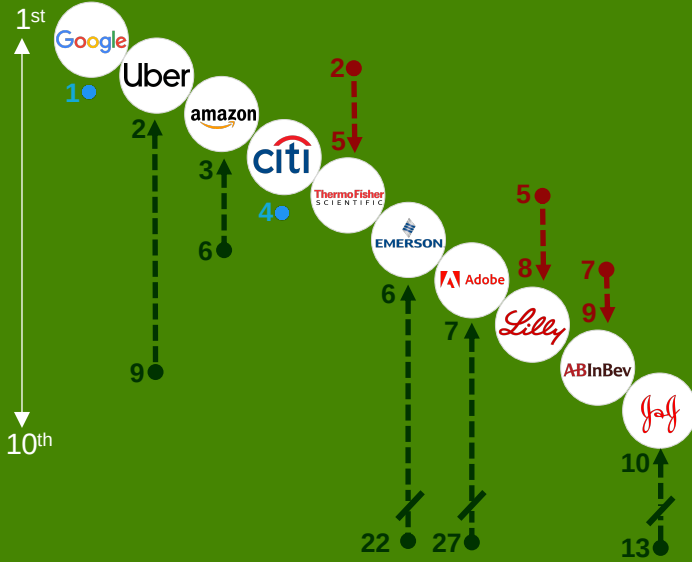
Top Programs – Internships



Comparison by Views 2024



Placement Comparison 2023 vs 2024

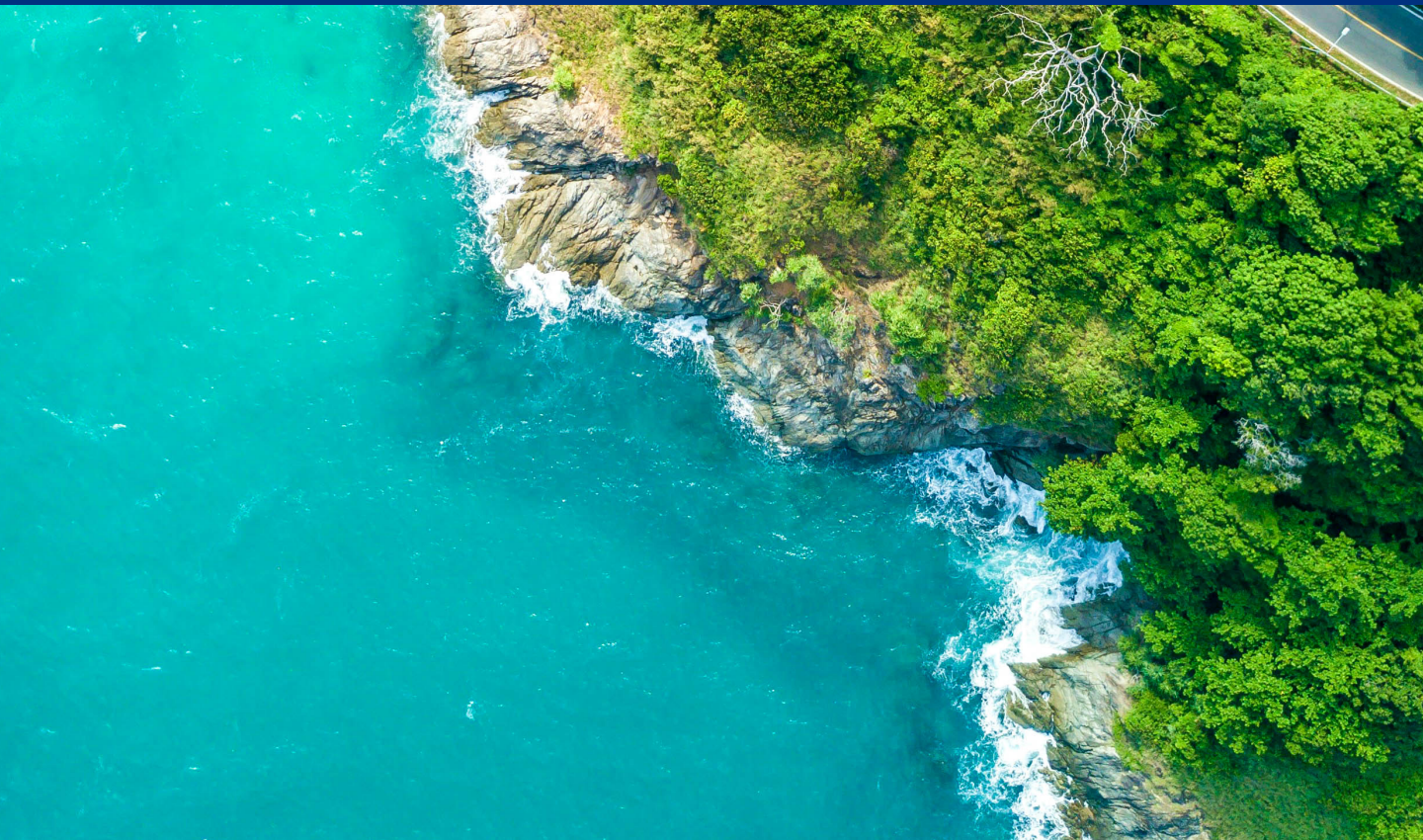


Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2023 and Apr 15, 2024

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2024 Ranking of MBA Development Programs by **INDUSTRY**

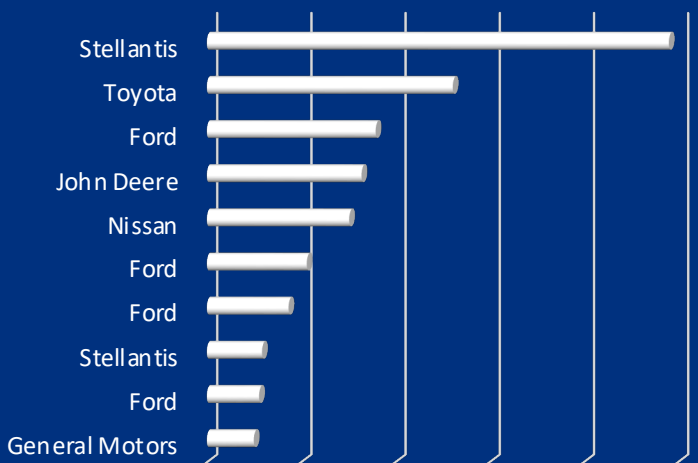




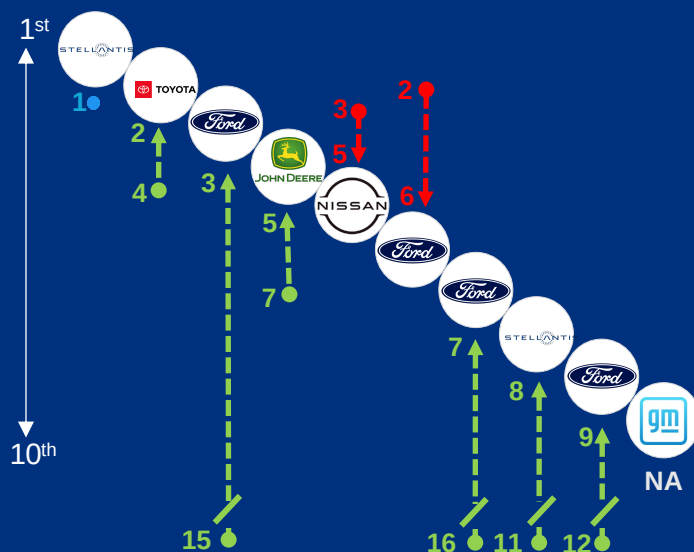
Top Programs in Automotive / Transportation



Comparison by Views 2024

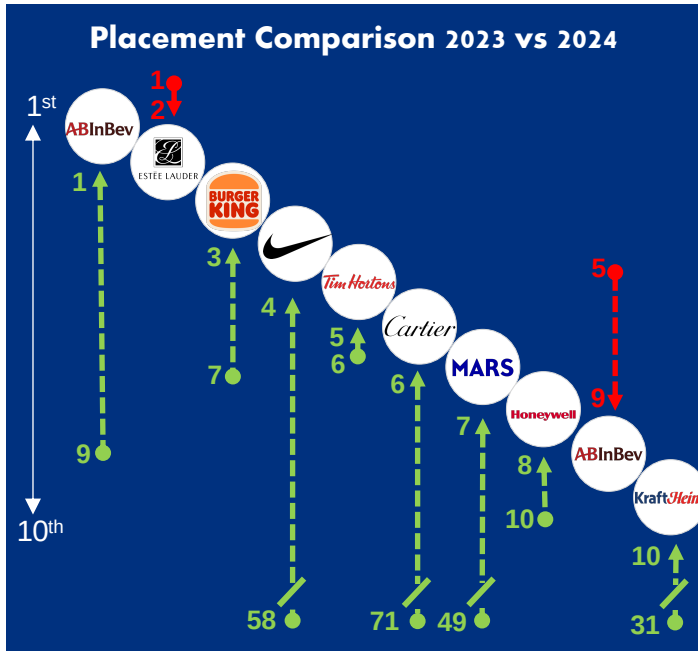
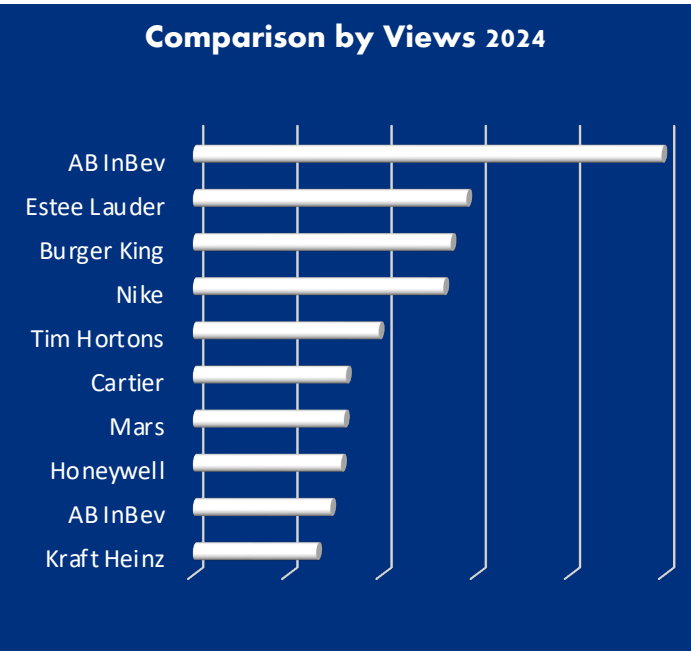


Placement Comparison 2023 vs 2024





Top Programs in Consumer

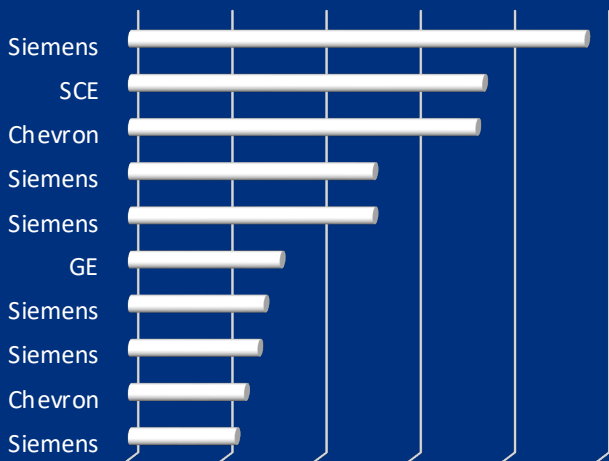




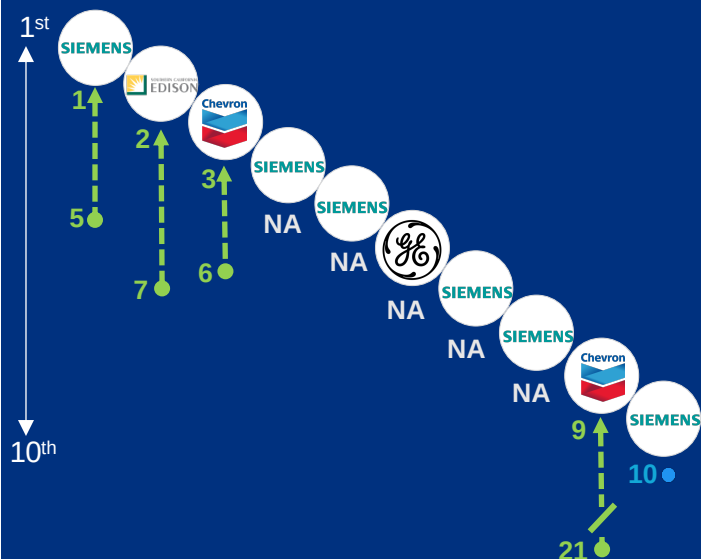
Top Programs in Energy



Comparison by Views 2024



Placement Comparison 2023 vs 2024

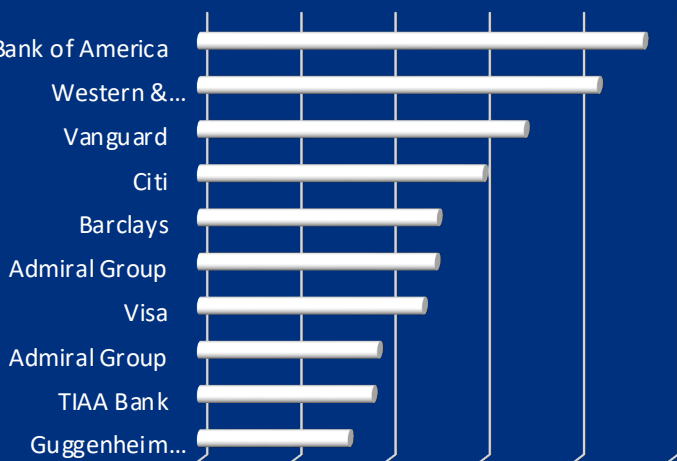




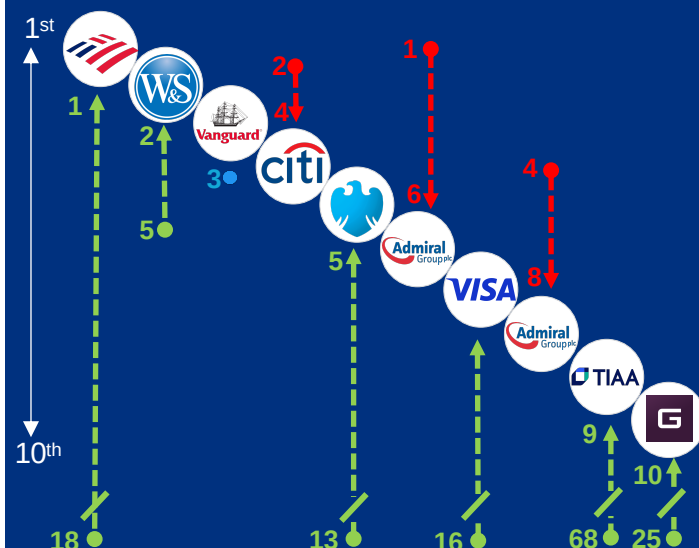
Top Programs in Financial Services



Comparison by Views 2024



Placement Comparison 2023 vs 2024





Top Programs in Healthcare

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

1



2

sanofi

**MBA Commercial
Leadership
Development Program**

3

**Business Perspectives:
Global Rotational
Development Program**



**General Management –
Graduate Leadership
Development Program
(GLDP)**

ThermoFisher
SCIENTIFIC

**Finance MBA Leadership
Development Program
(FLDP)**



**Regional Finance
Development Program**



MBA Internship

ThermoFisher
SCIENTIFIC

**Finance Excellence
Program**

**Commercial Consumer
Healthcare Programme -
MBA**



**Leadership Development
Manager – MBA
Rotational Program**

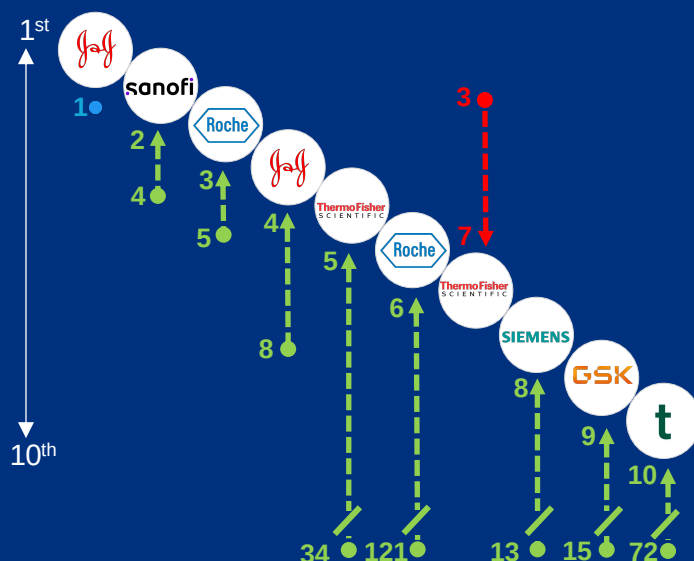
GSK



Comparison by Views 2024



Placement Comparison 2023 vs 2024





Top Programs in Industrial Products and Services

MBA Leadership Program – Full Time – Class of 2024

1

EMERSON

2

EMERSON

3

HILTI

Executive Leadership Development Program

Europe Rotational MBA Program

MBA Leadership Development Program

MBA Leadership Program Internship 2025

Finance Excellence Program

SIEMENS

BASF
We create chemistry

HR Pathways

Honeywell

EMERSON

Operations & Supply Chain LDP Experienced Track

MBA Marketing Leadership Development Program

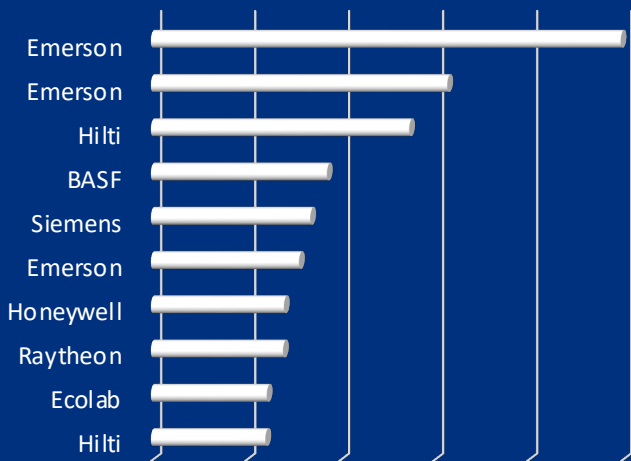
ECOLAB

Raytheon

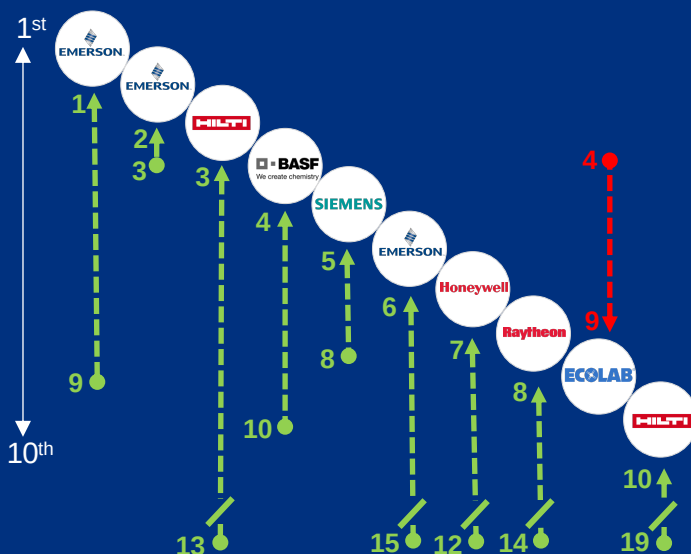
Sales Leadership Development Program

HILTI

Comparison by Views 2024



Placement Comparison 2023 vs 2024





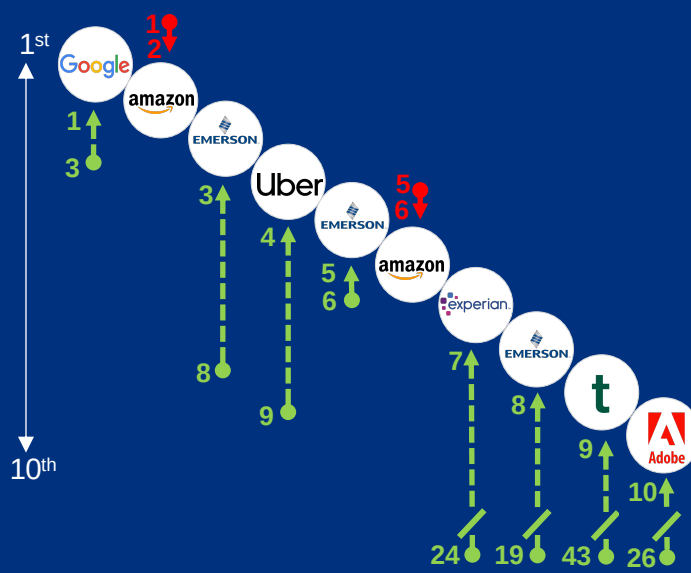
Top Programs in Technology



Comparison by Views 2024



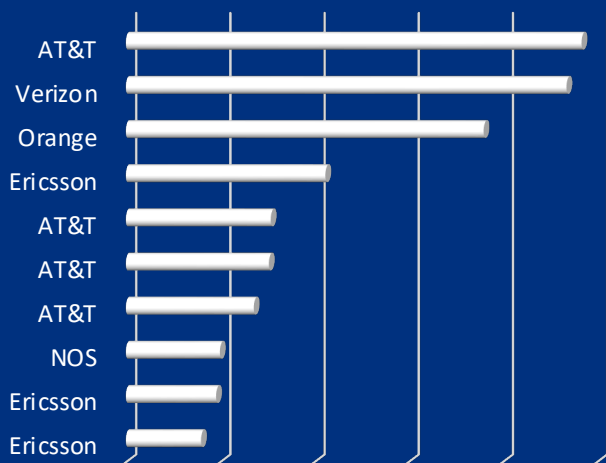
Placement Comparison 2023 vs 2024



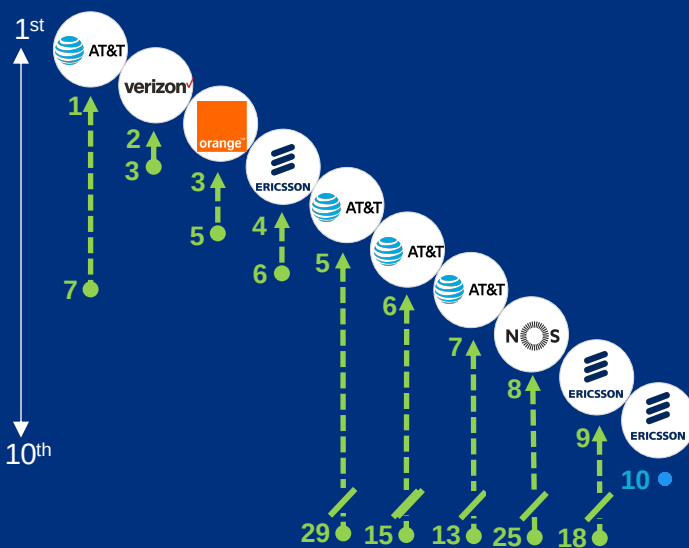
Top Programs in Telecommunications



Comparison by Views 2024

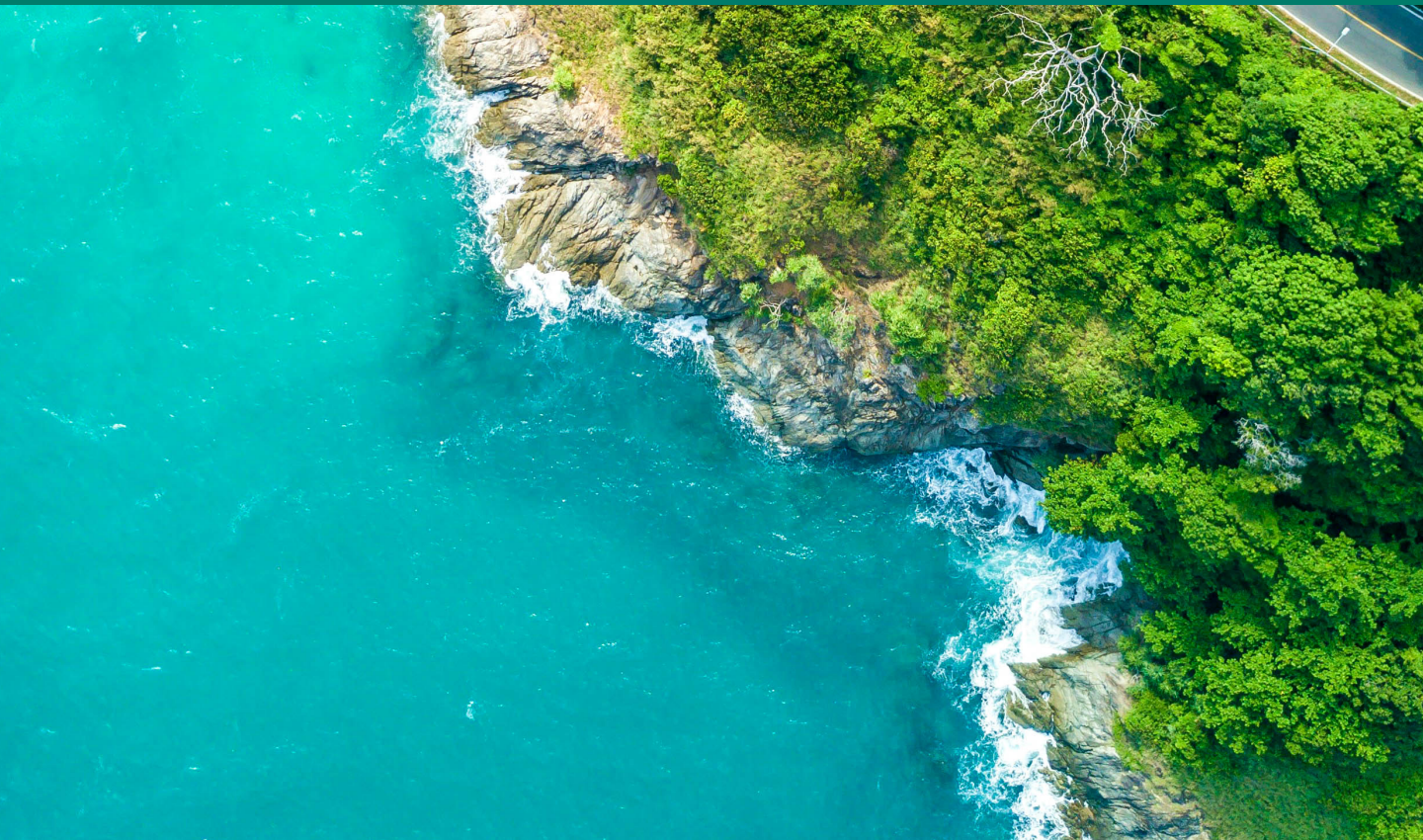


Placement Comparison 2023 vs 2024





2024 Ranking of MBA Development Programs by **FOCUS AREA**





Top Programs in Commercial

MBA Commercial Leadership Development Program

1

sanofi

Marketing Vanguard Program (MVP) – Rotational Leadership Associate

3



MBA Marketing Leadership Development Program

ECOLAB

Marketing Vanguard Program (MVP) - Internship



Corporate Account Manager Development Program

ECOLAB

2

HILTI

Executive Leadership Development Program

Commercial Consumer Healthcare Programme - MBA

GSK

Sales Leadership Development Program

HILTI

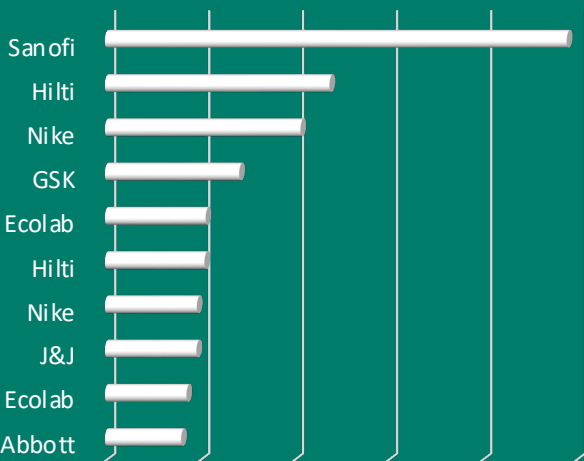
International Recruitment and Development Program Internship (IRDP)

J&J

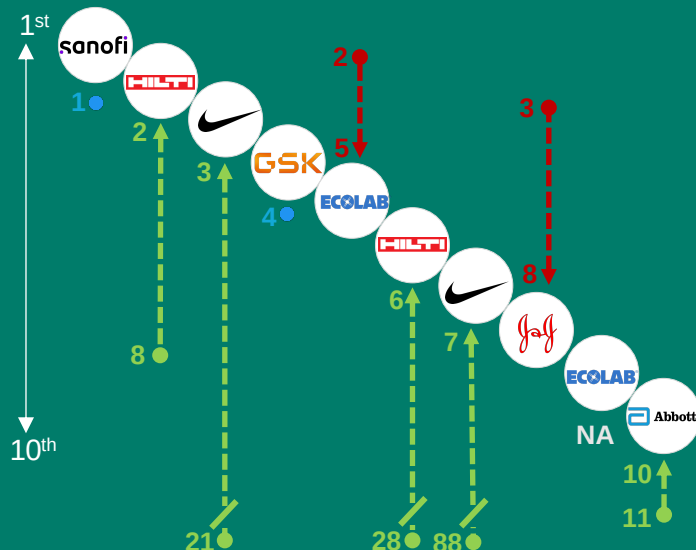
MBA Internship Program

Abbott

Comparison by Views 2024



Placement Comparison 2023 vs 2024

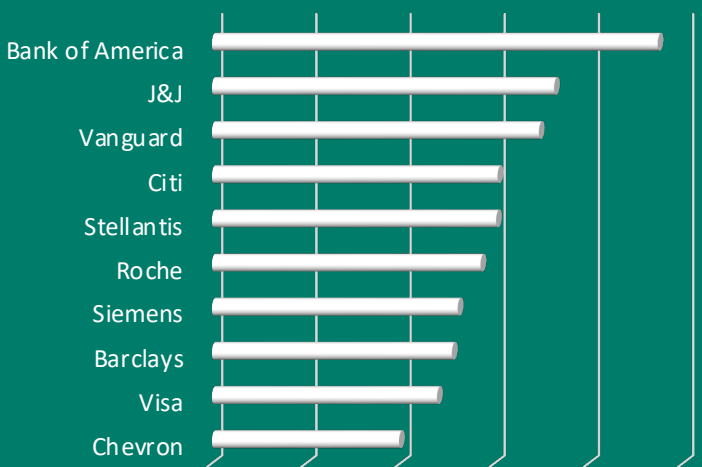




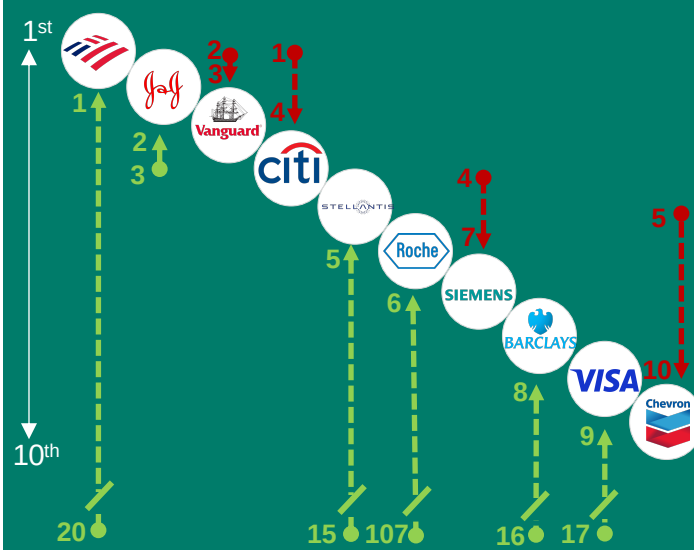
Top Programs in Finance



Comparison by Views 2024



Placement Comparison 2023 vs 2024



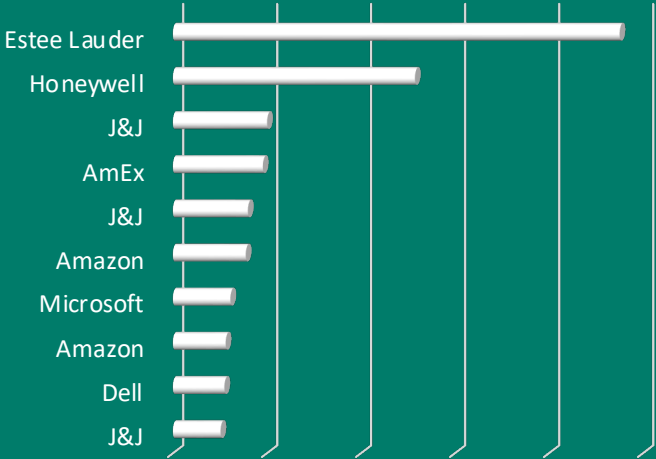
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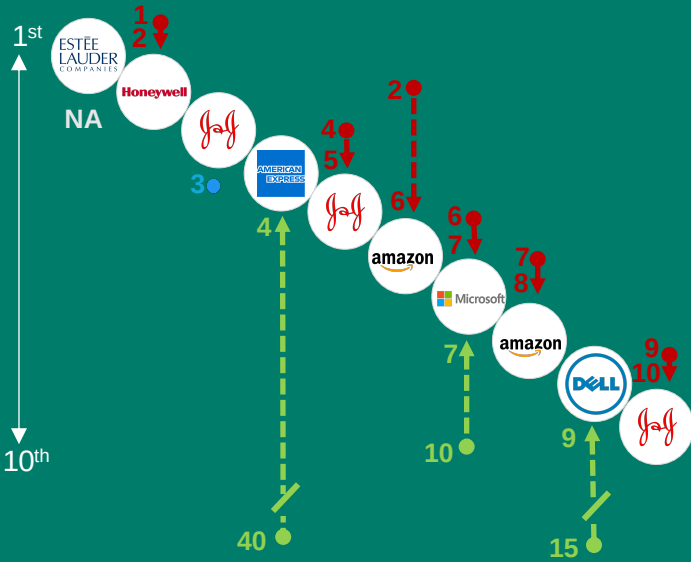
Top Programs in Human Resources



Comparison by Views 2024



Placement Comparison 2023 vs 2024

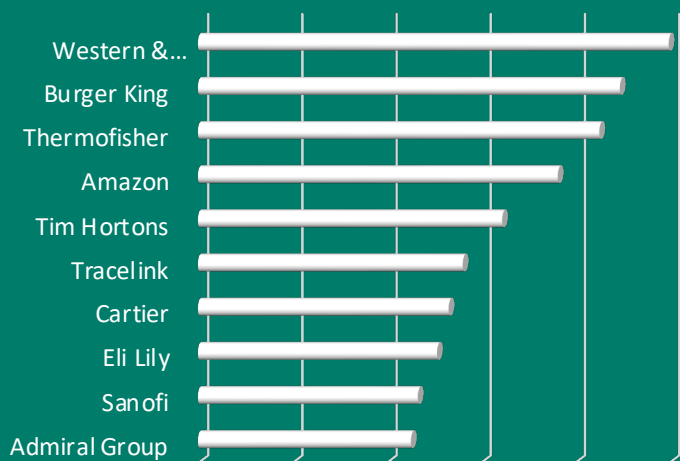




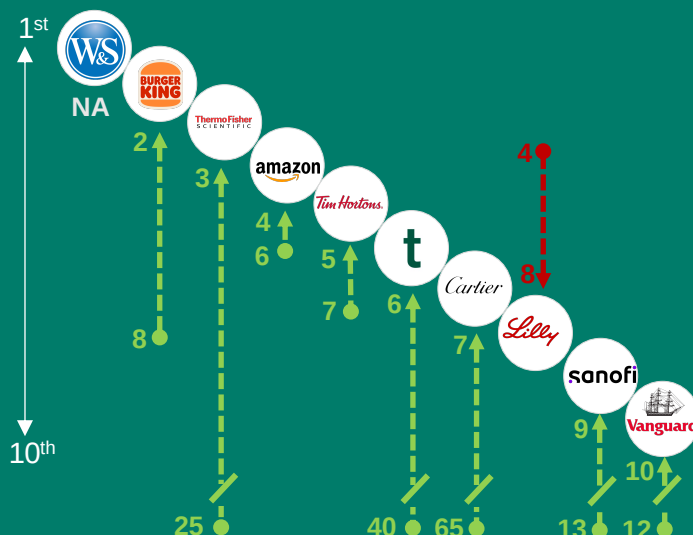
Top Programs in Management



Comparison by Views 2024



Placement Comparison 2023 vs 2024

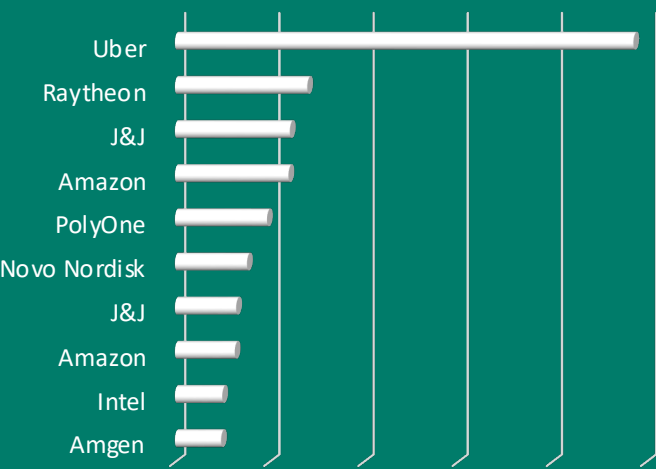




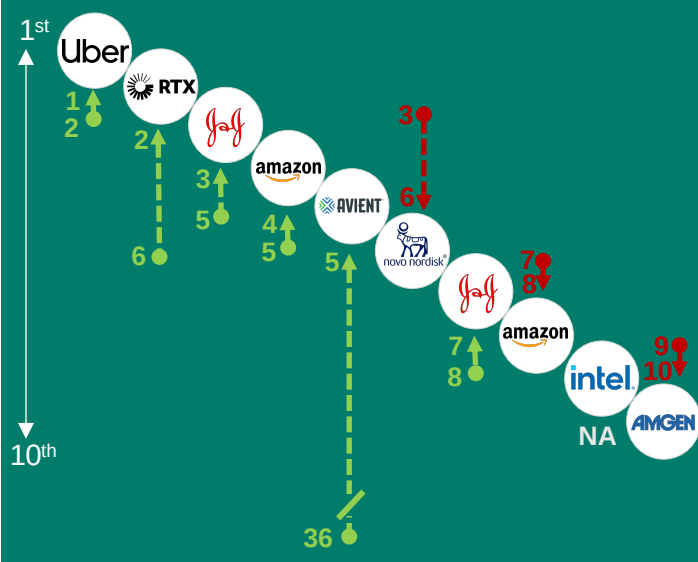
Top Programs in Operations



Comparison by Views 2024



Placement Comparison 2023 vs 2024



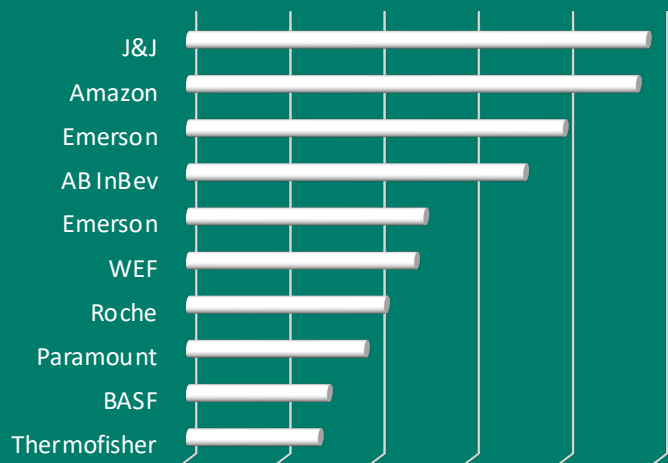
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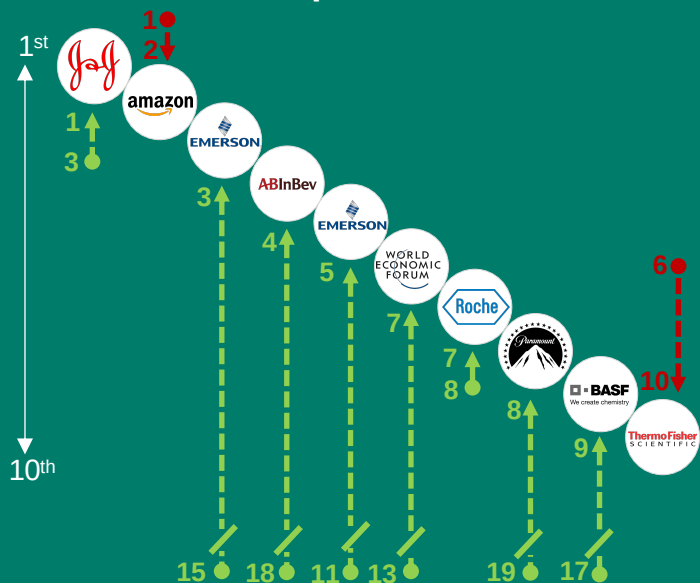
Top Programs in Rotational



Comparison by Views 2024



Placement Comparison 2023 vs 2024



Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2023 and Apr 15, 2024

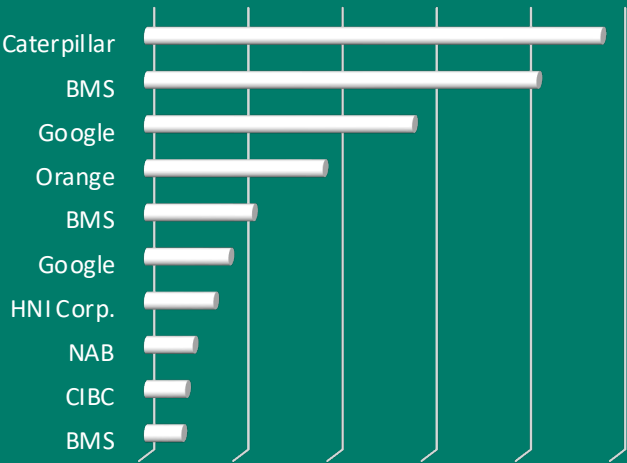
Contact us: zana@mba-exchange.com | Tel. +41 22 343 47 47



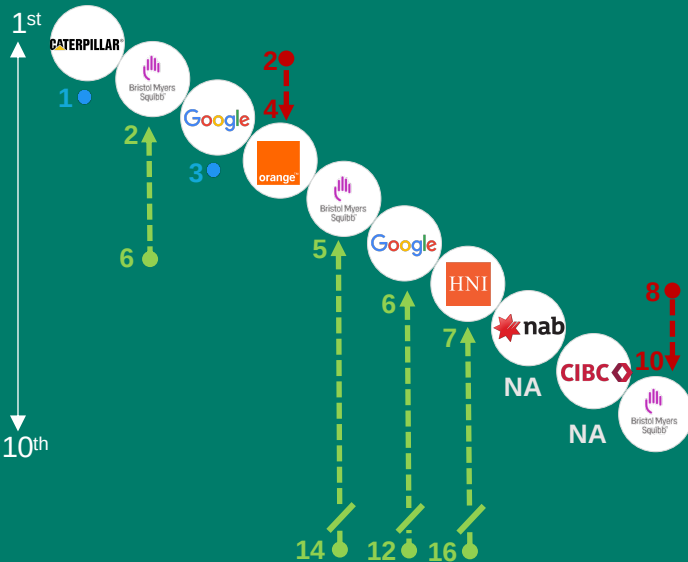
Top Programs in Technical



Comparison by Views 2024

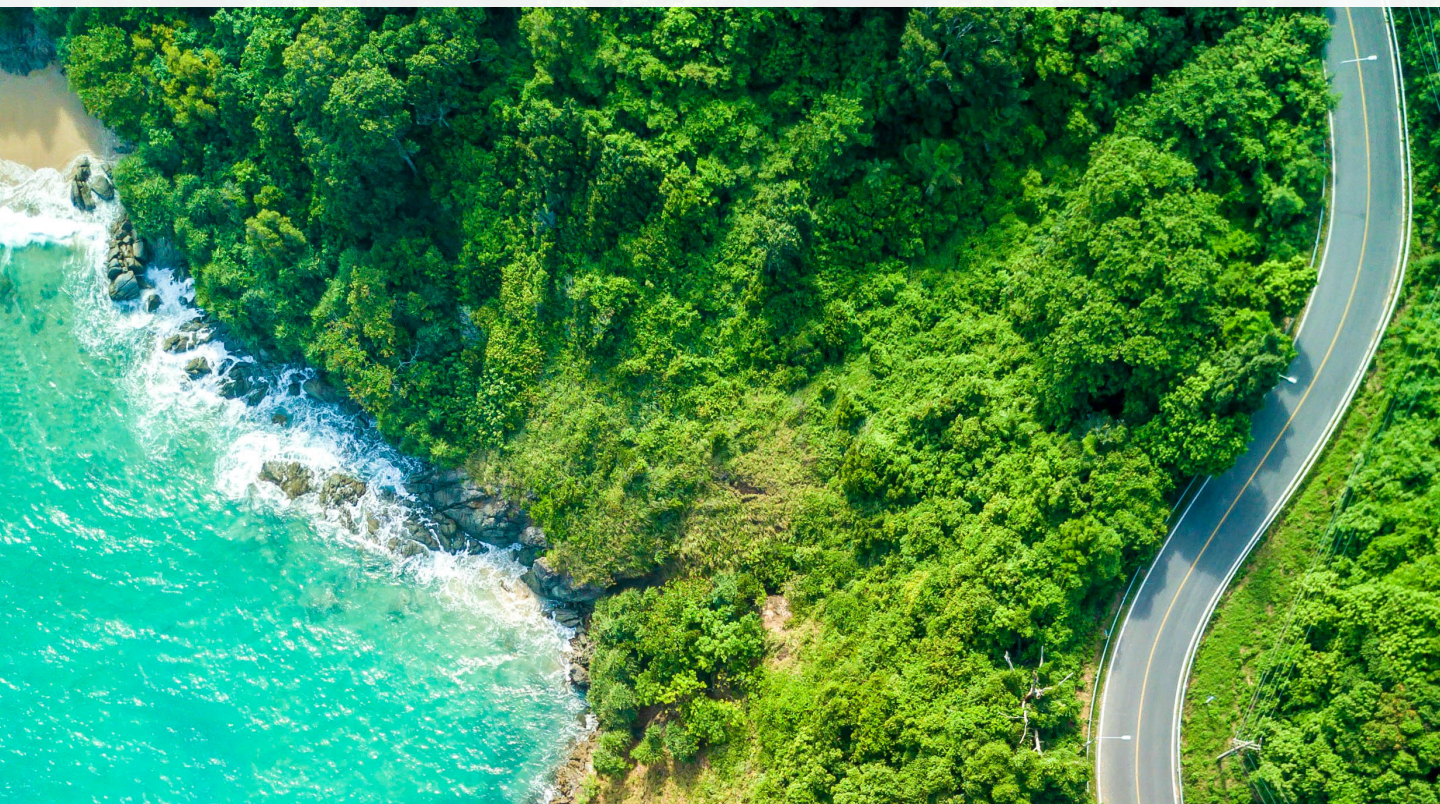


Placement Comparison 2023 vs 2024

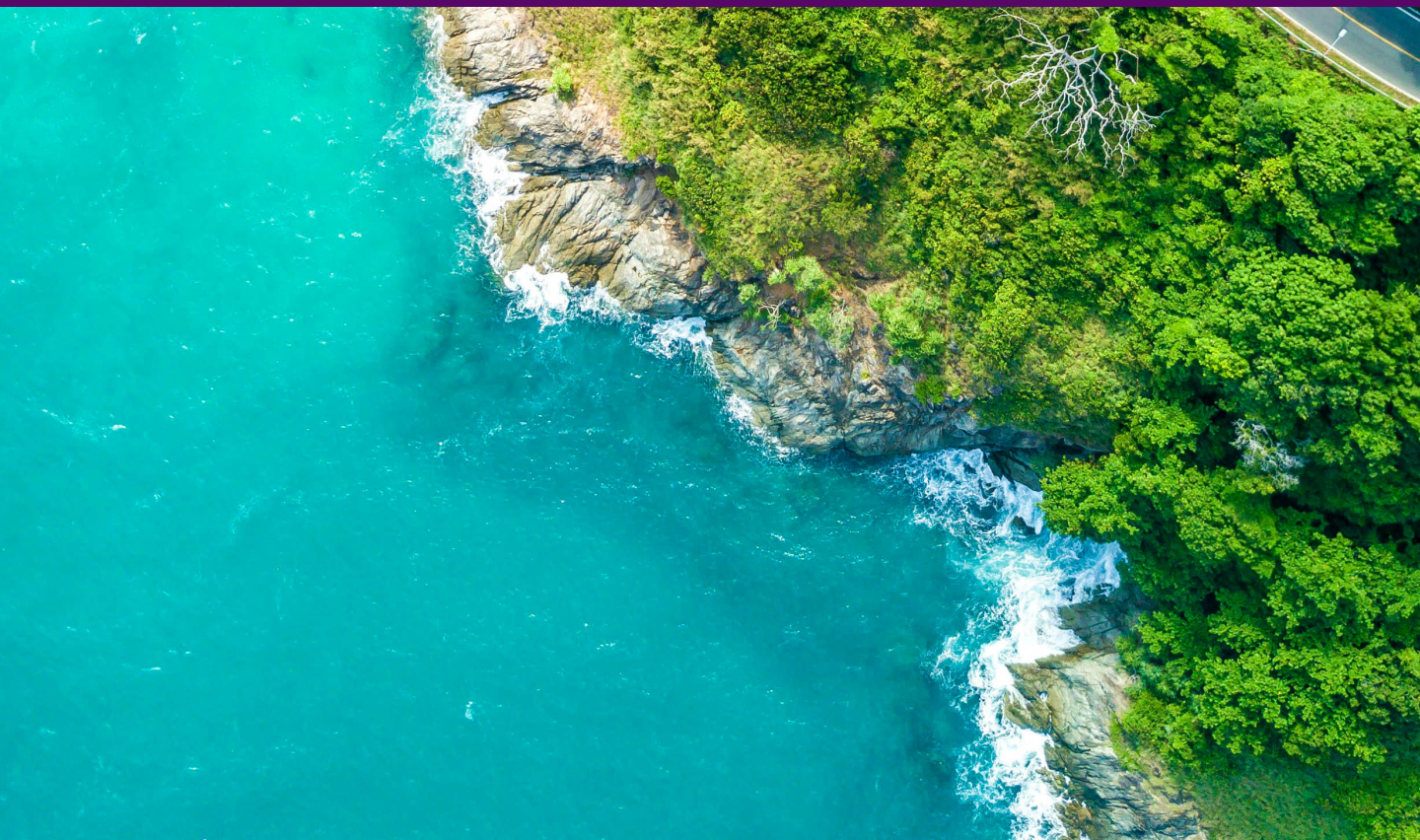


Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2023 and Apr 15, 2024

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2024 Ranking of MBA Development Programs by **SCHOOL LOCATION**

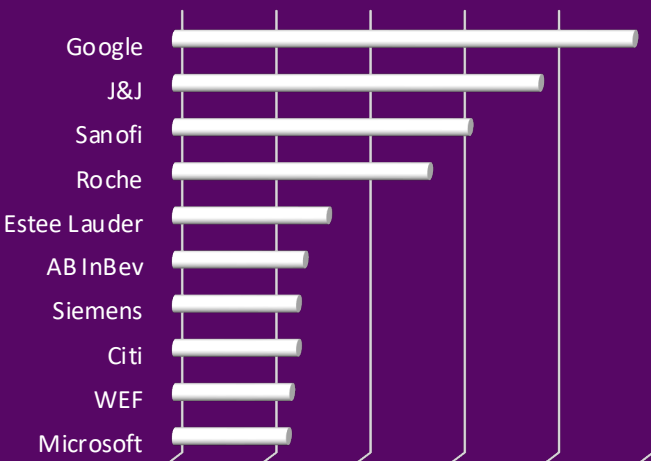




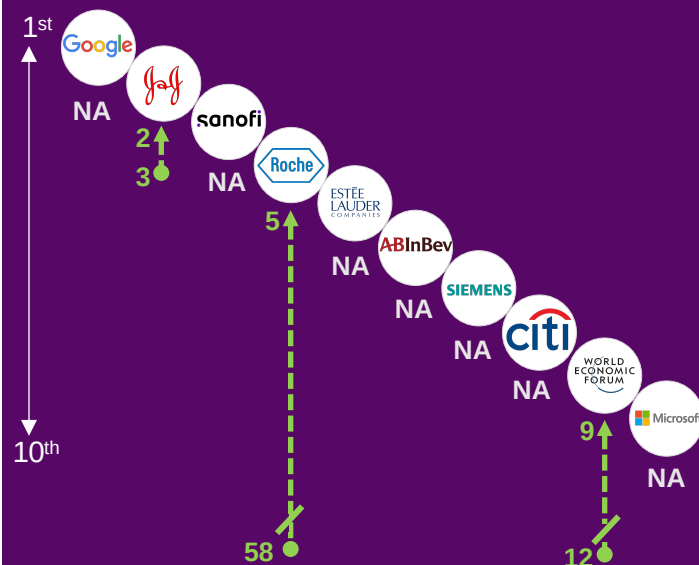
Top Programs in Asia



Comparison by Views 2024



Placement Comparison 2023 vs 2024

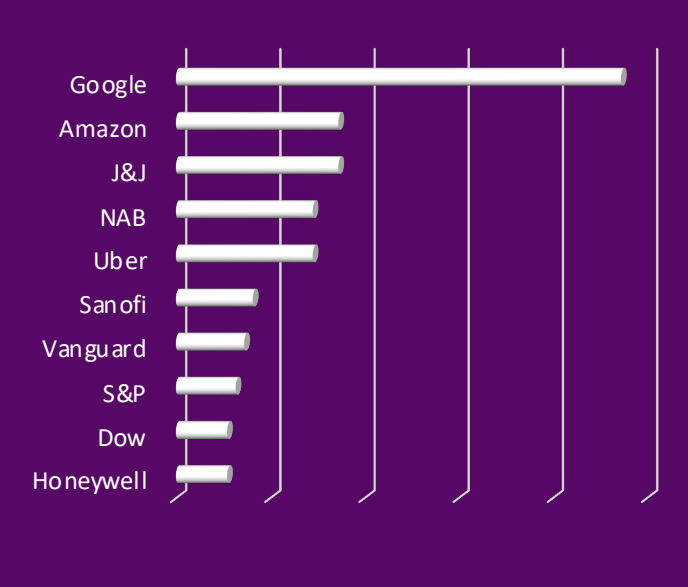




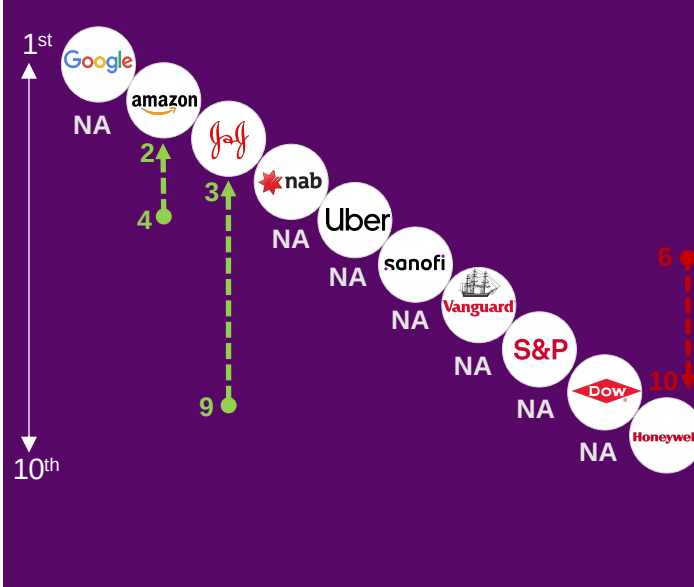
Top Programs in Australia



Comparison by Views 2024



Placement Comparison 2023 vs 2024

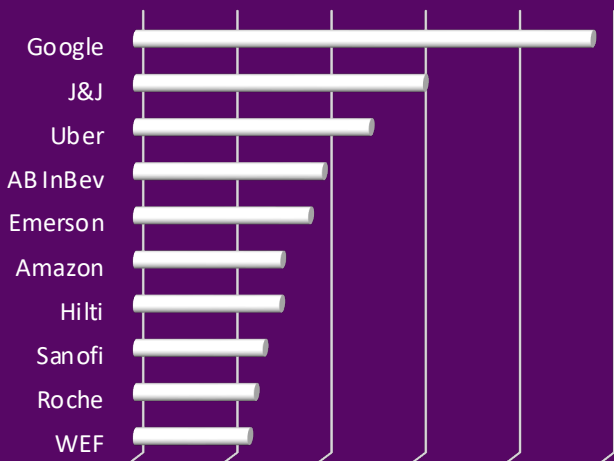




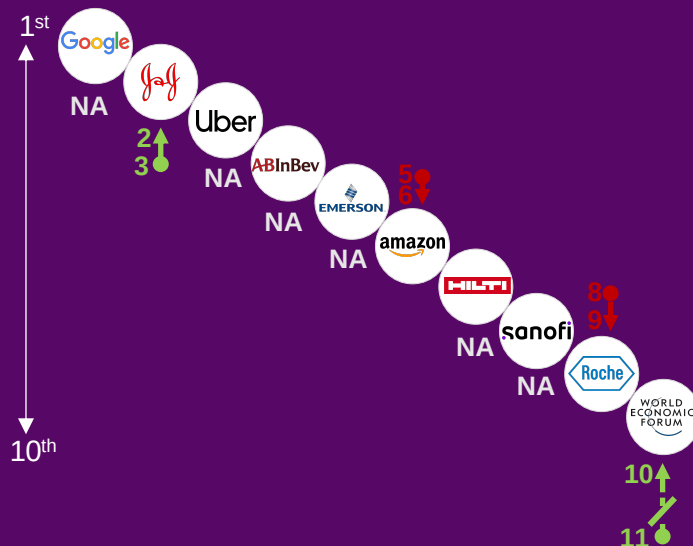
Top Programs in Europe



Comparison by Views 2024



Placement Comparison 2023 vs 2024

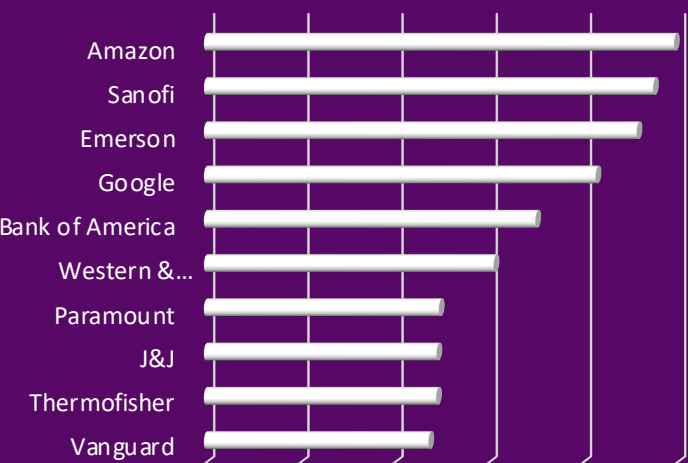




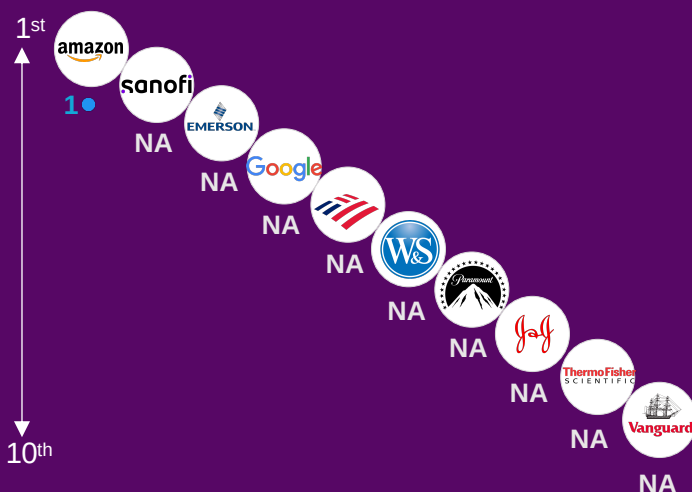
Top Programs in North America



Comparison by Views 2024



Placement Comparison 2023 vs 2024





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)





We provide MBAs and other mid-career business professionals with **Insights** they need for the **Careers** they want, pulling from 25 years of experience and tailored services.

For Schools – The **Tools** You Need for the **Student Careers** You Want

- Help your students (and alumni) gain **the Insights they need for the Careers they want**
- Expand **Career Exploration**
- Multiply access to **Jobs, Leadership Programs and Employers**
- Provide more options for your **International Students**

For Employers – The **Partner** You Need for the **Talent** You Want

- Identify and Attract top Talent
- Strengthen your Employer Brand
- Engage and Recruit in real-time
- Leverage your Talent Pool
- Post Jobs and search our Candidate Database

Let's connect at
Hello@MBA-Exchange.com

