



# 2025

# Ranking of MBA

# Development Programs





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## Editor's Note

We're proud to release the **2025 edition of our MBA Leadership Development Program Rankings** - now in our 11th year! Thank you to all the students, schools, and employers who continue to support and contribute to this work.

This year's numbers show a slight dip compared to 2024, but still an improvement over 2023. Participation remains well below the highs of 2021, reflecting broader global challenges. Economic uncertainty, delayed start dates, and reduced visa sponsorship (for international talent) continue to impact both student decisions and employer planning.

At the same time, MBA candidates are placing increasing value on purpose-driven careers. Sustainability, social impact, and global relevance are becoming essential components of successful LDPs. Programs that embrace innovation through digital skills, agile leadership training, and inclusive values are standing out.

As always, our goal is to bring clarity to a shifting market and help students and employers make informed choices. If you'd like deeper insights or program-level benchmarking, we'd be happy to support.

We hope you enjoy 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](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.

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\* Another 1000+ programs are monitored but archived as no longer active and relevant for our candidates.





# How we ranked the LDPs?

This report ranks 612\* development programs based on +100'000 views\* between April 16, 2024 and April 15, 2025.

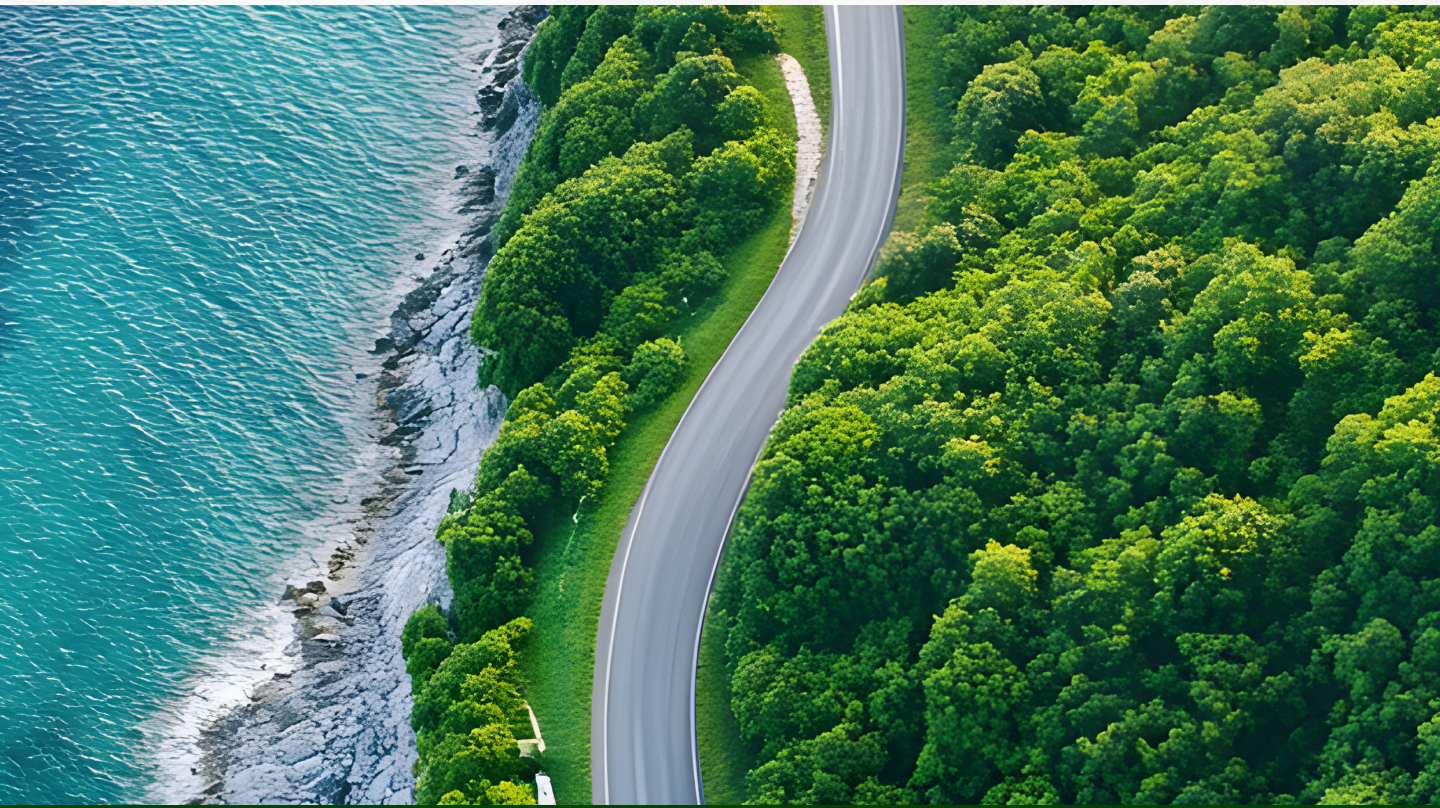
It is divided in several sections with corresponding sub-rankings. Namely we have analyzed it as follows:

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

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\* These are the programs that are today still active and/or open for applications. The programs that no longer exist are not taken into consideration.







# 2025 Ranking of MBA Development Programs **OVERVIEW**







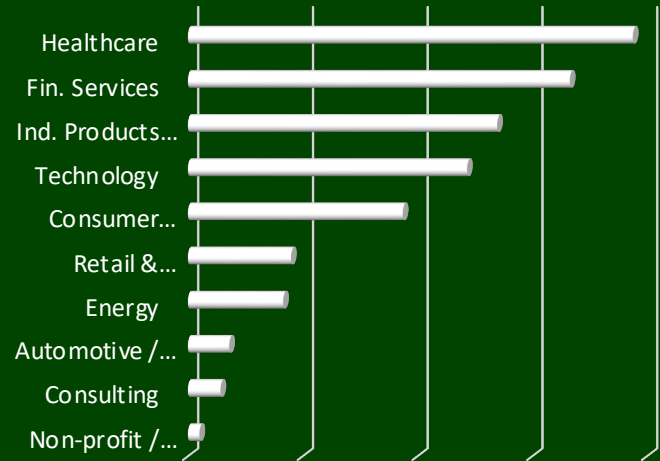
# Most Popular Industries

Worldwide

2025



## Comparison by Views 2025



## Popular Employers in Healthcare



## Popular Employers in Financial Services



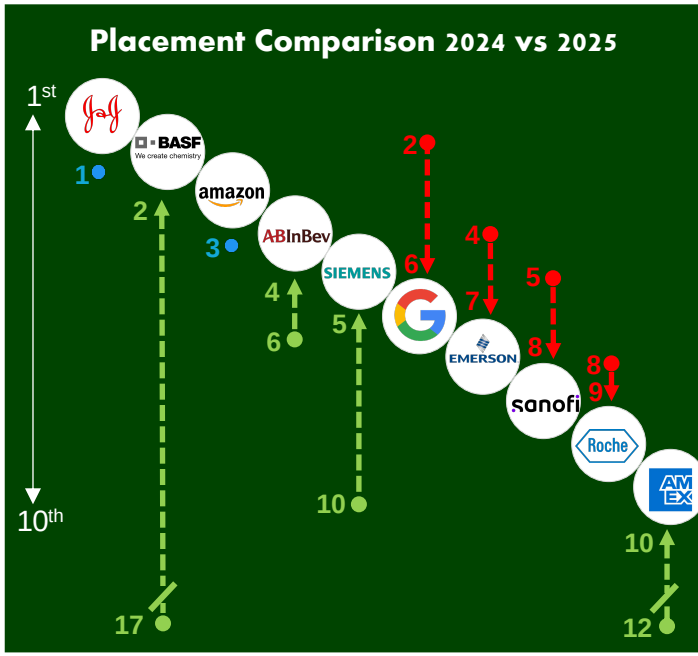
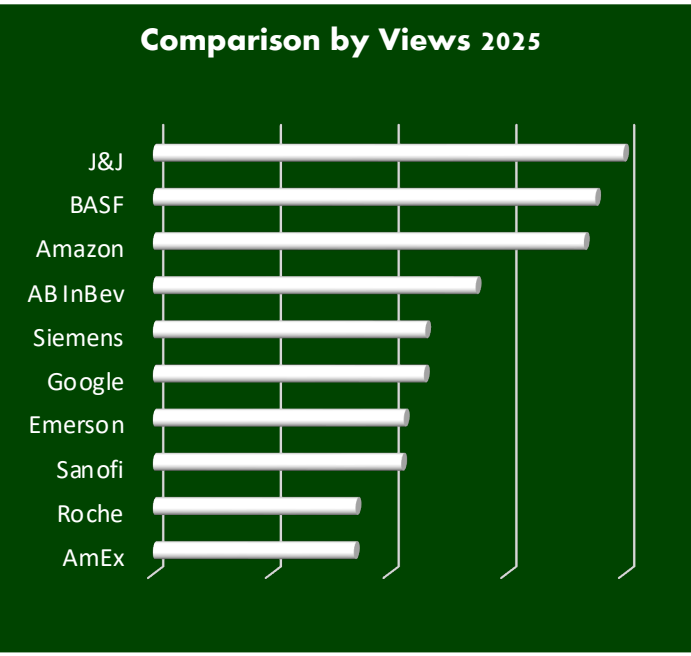
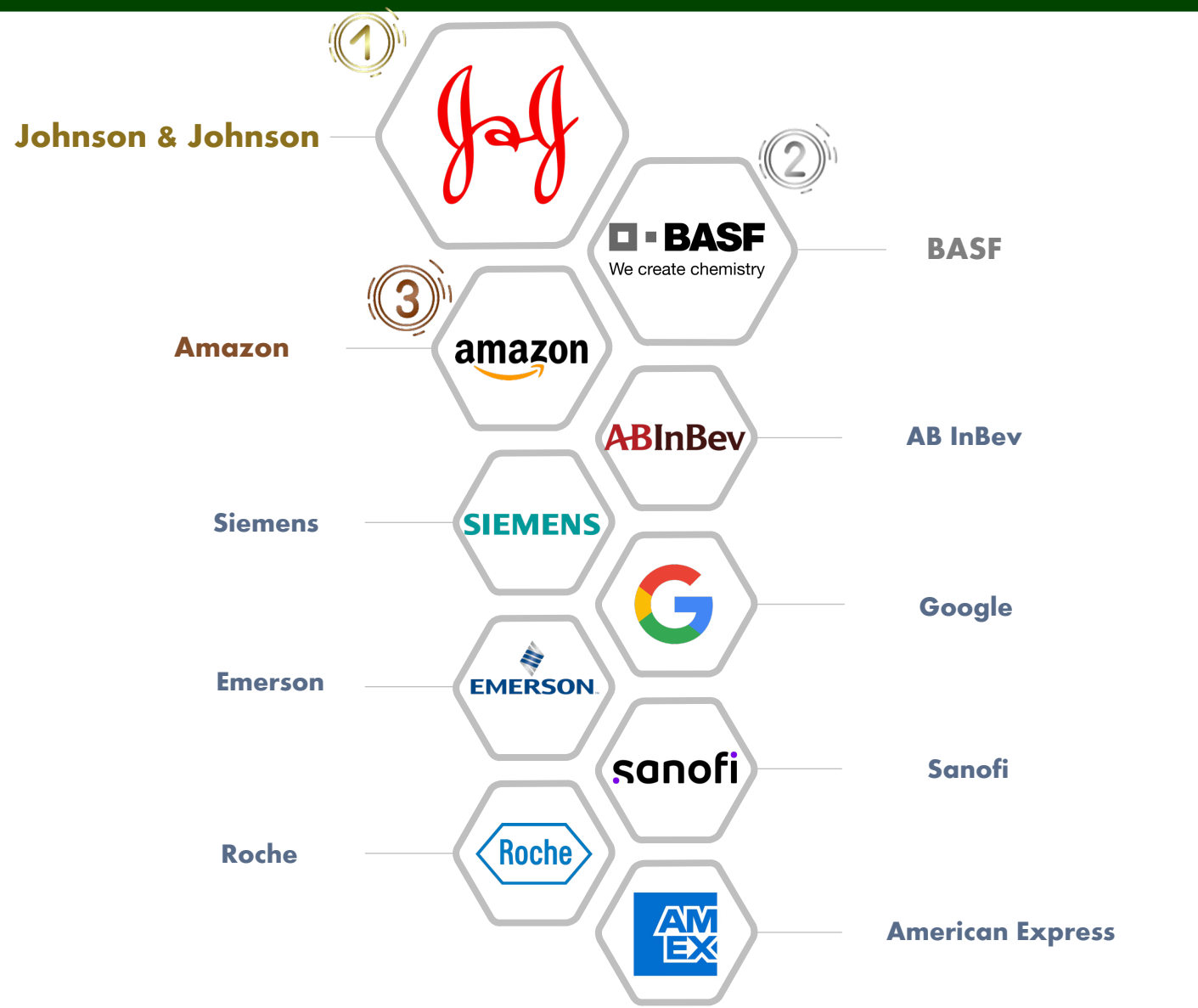




# Most Popular Employers

Worldwide

2025



Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2024 and Apr 15, 2025

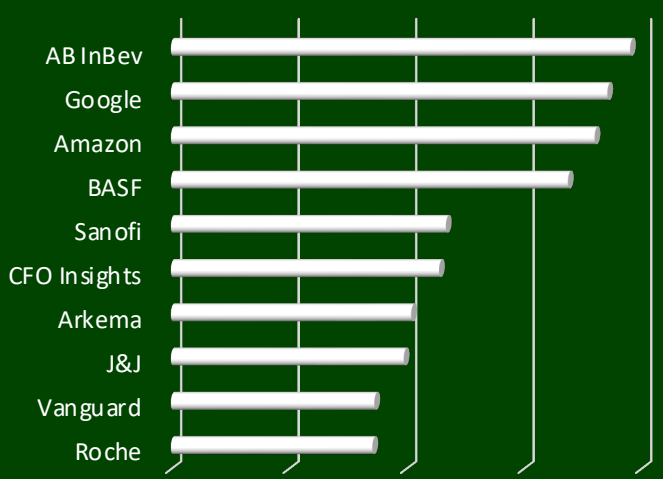


# Top Programs Full-time & Internships

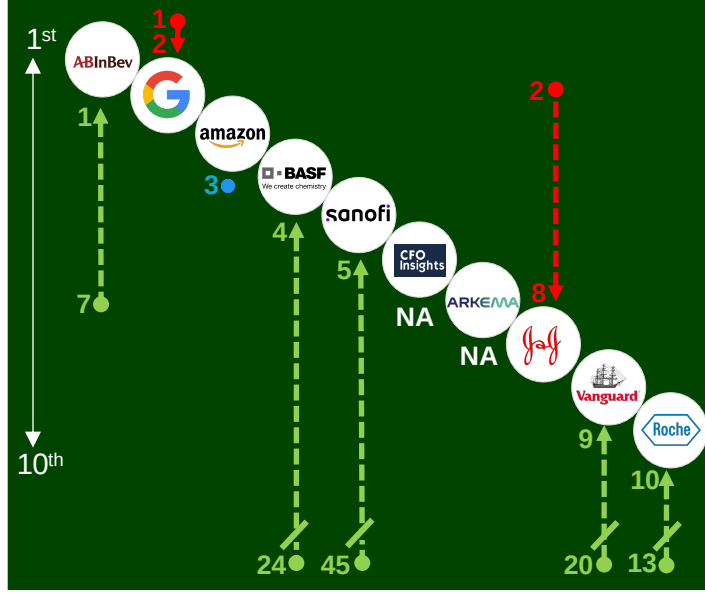
2025



## Comparison by Views 2025



## Placement Comparison 2024 vs 2025



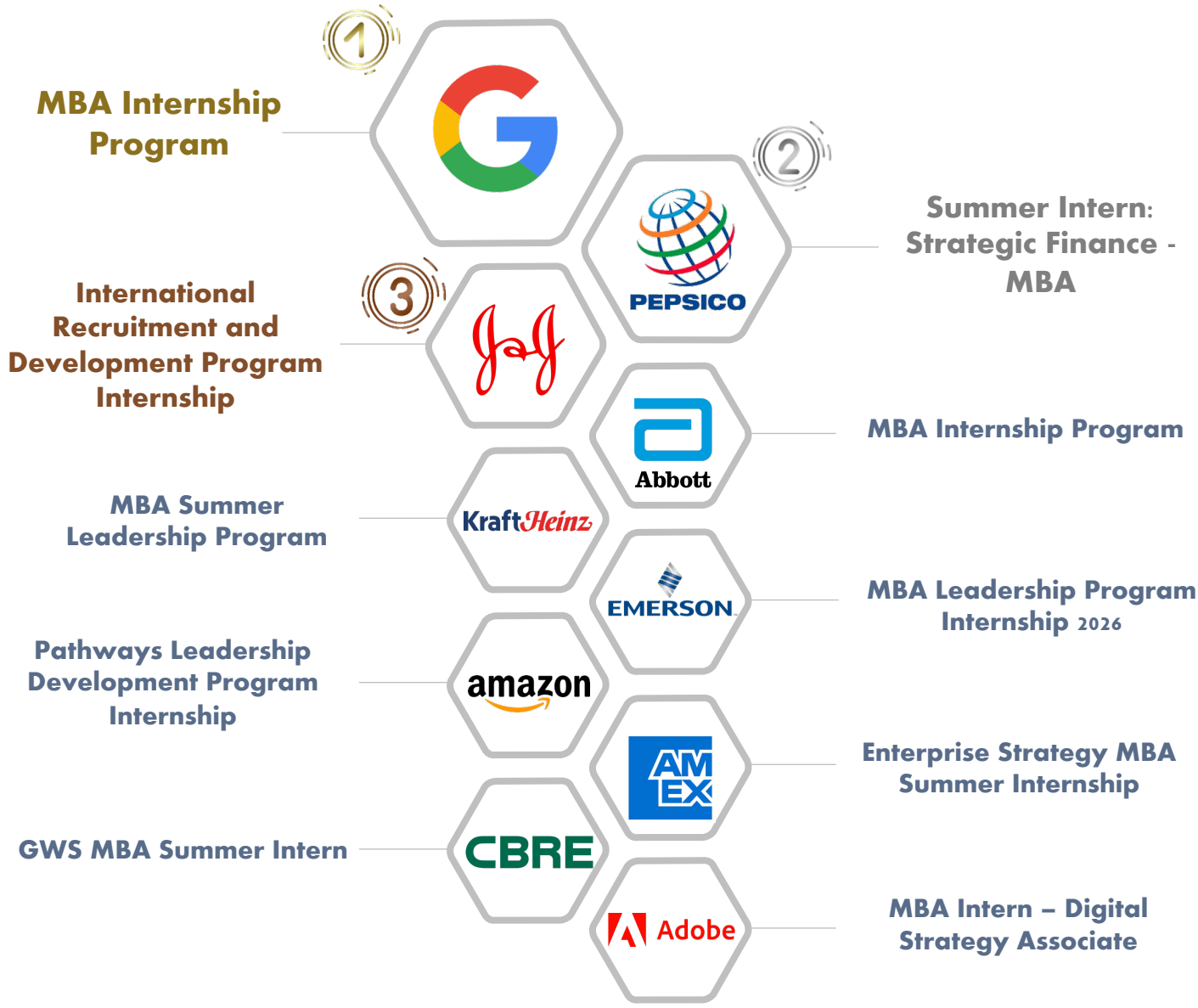
Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2024 and Apr 15, 2025  
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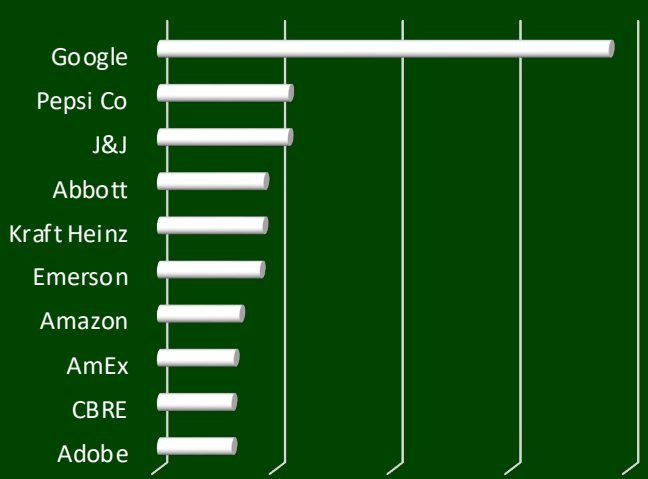


# Top Programs – Internships

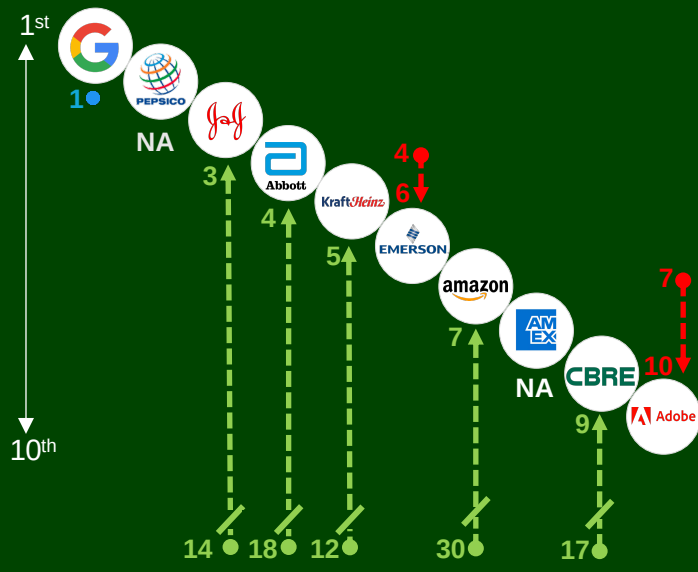
2025



### Comparison by Views 2025

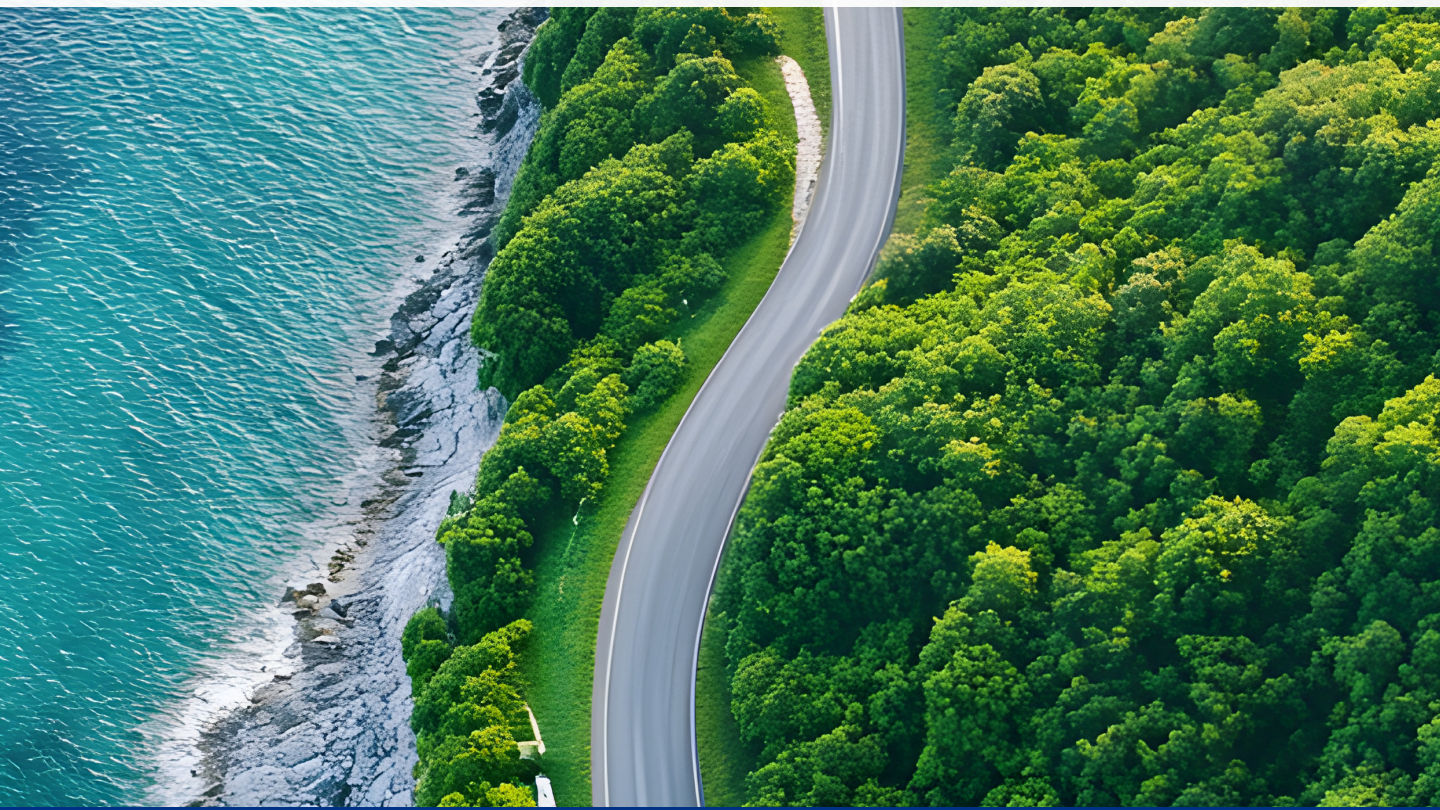


### Placement Comparison 2024 vs 2025

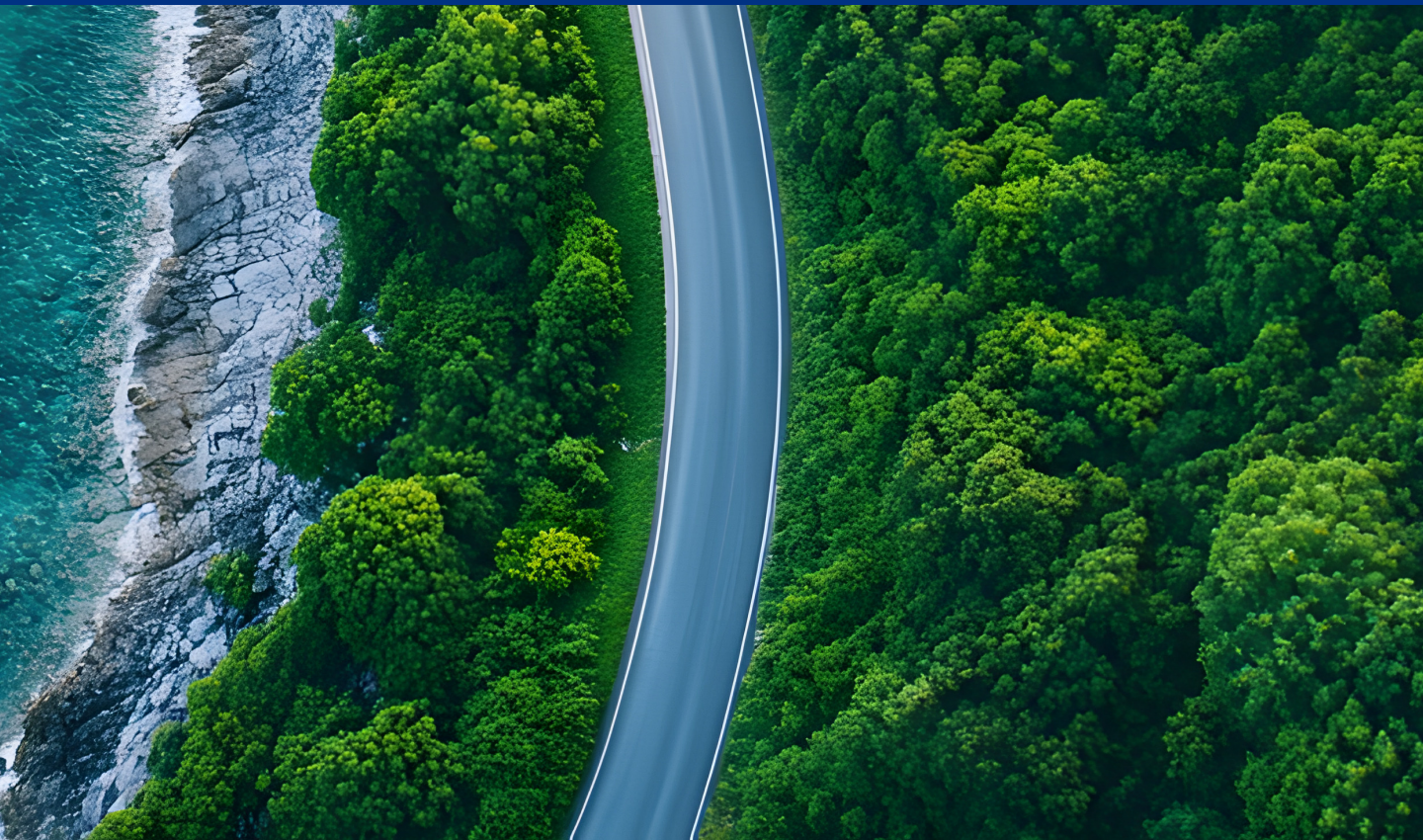


Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2024 and Apr 15, 2025  
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# 2025 Ranking of MBA Development Programs by **INDUSTRY**







# Top Programs in Automotive / Transportation

2025

1

Strategy & Planning  
Leadership Program



2

Graduate  
Management  
Team Member  
Program



3

Treasury Leadership  
Development Program



Accelerated Rotational  
Development Program

Corporate Leadership  
Development Program



Ford Business  
Leadership Program

2024 Strategy & Planning  
Leadership Program  
Internship



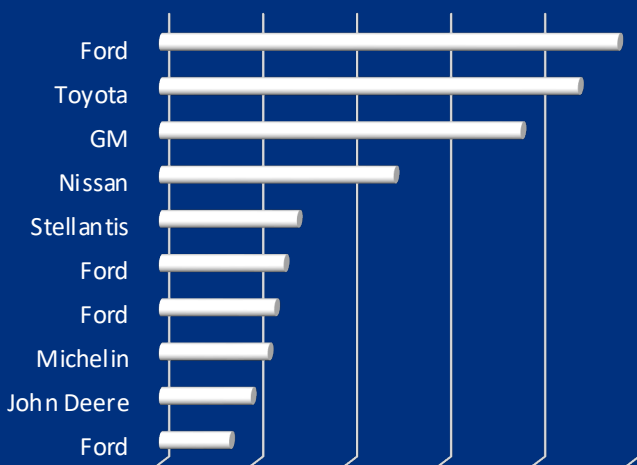
Operations Manager  
(Accelerated Development  
Program)

Marketing / Customer  
Product Support  
Development Program

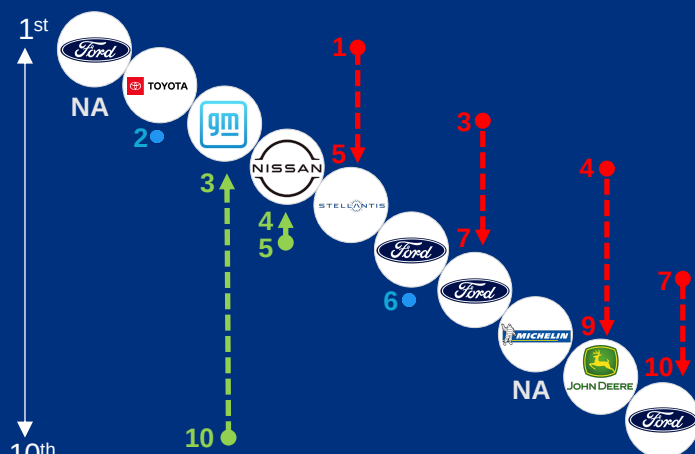


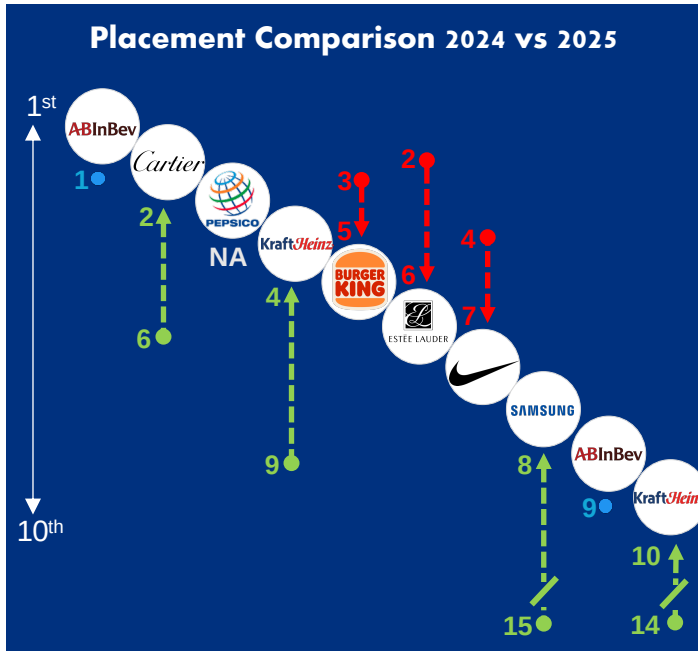
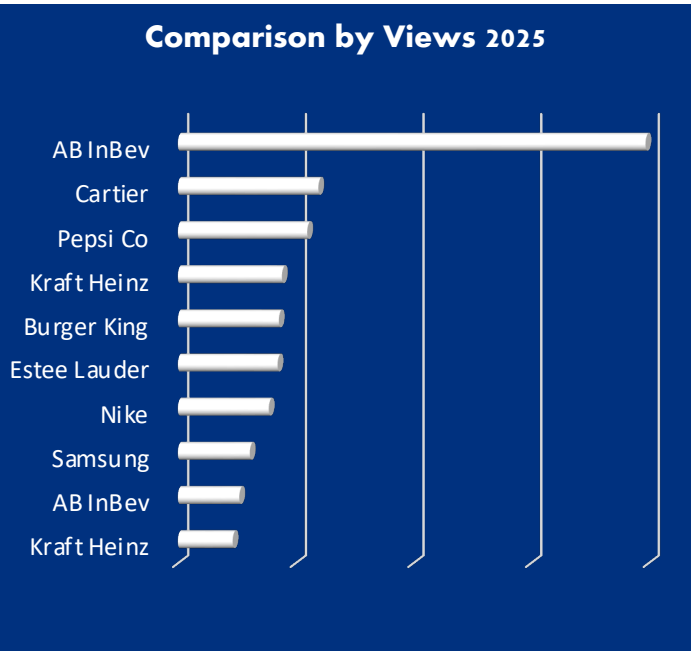
Finance Leadership  
Program Internship

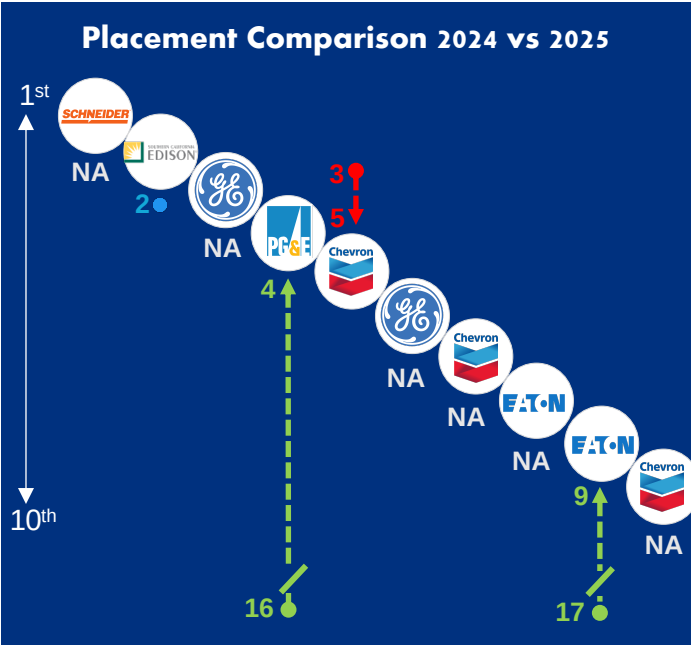
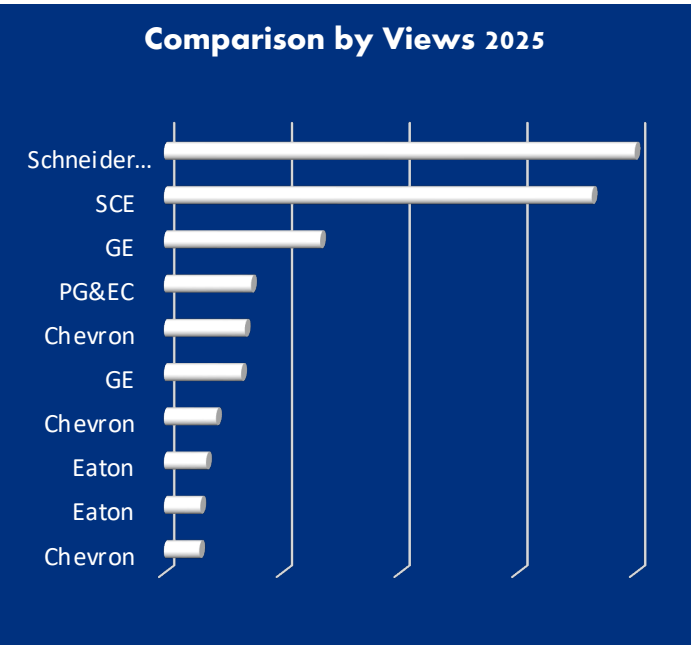
## Comparison by Views 2025



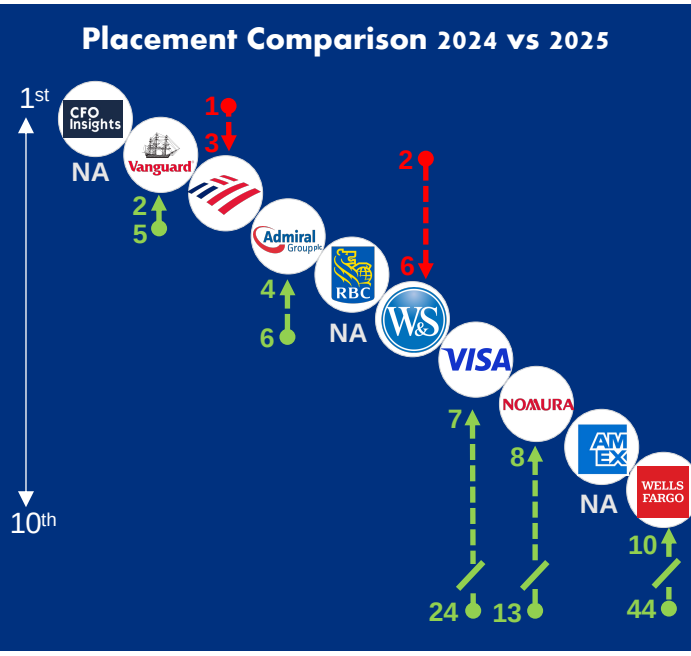
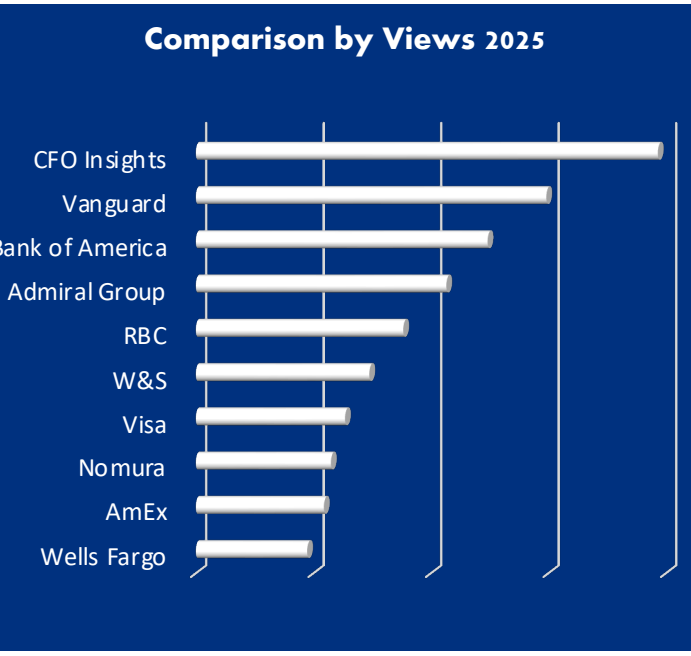
## Placement Comparison 2024 vs 2025

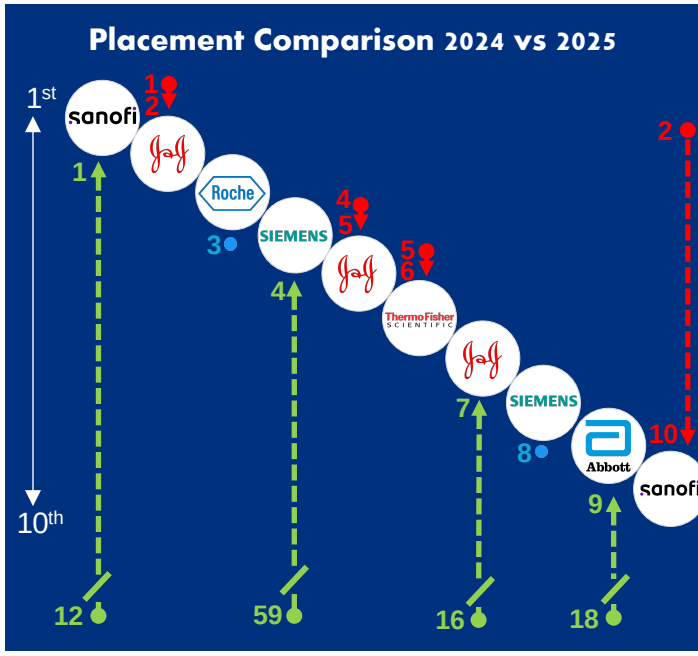
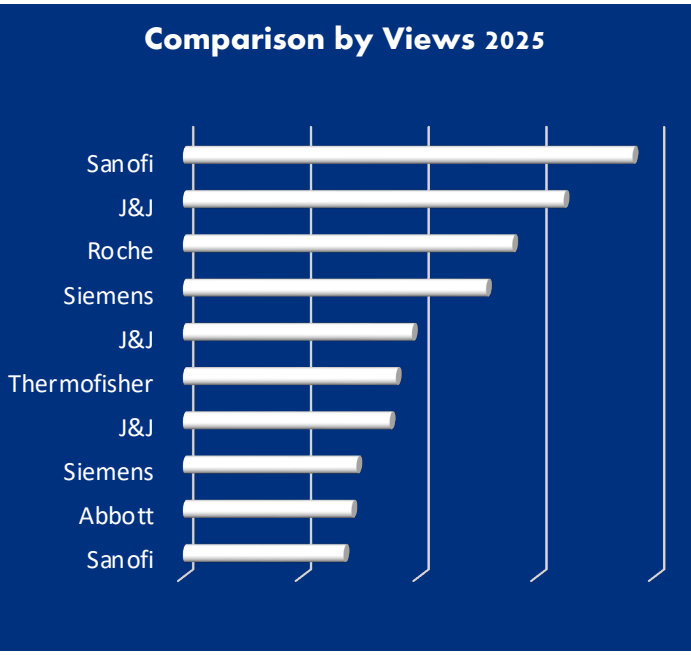
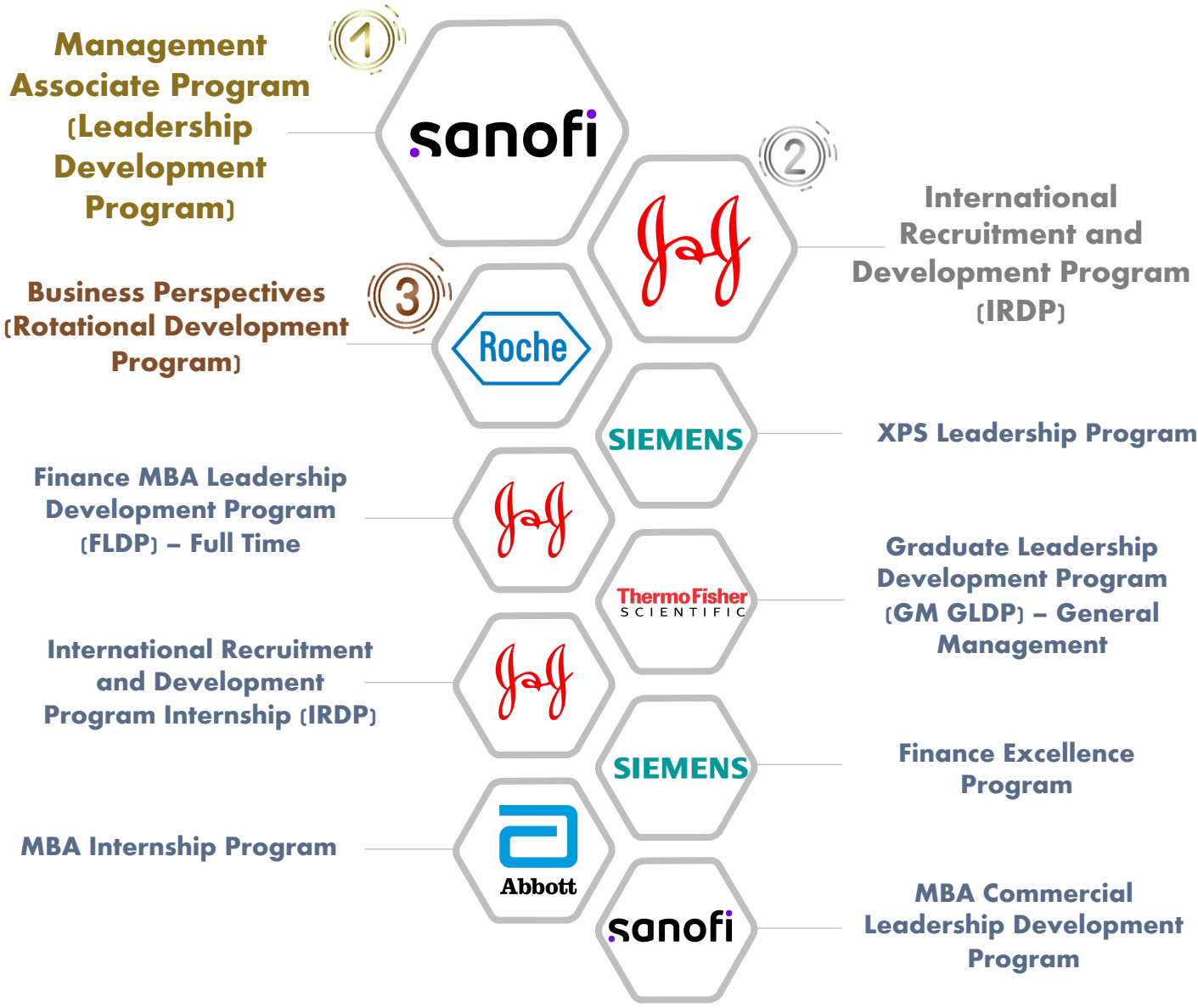
















# Top Programs in Industrial Products and Services

2025

**MBA Leadership Development Program**

1

**BASF**  
We create chemistry

2

**ARKEMA**

**MBA Leadership Development Program**

**XPS Leadership Program**

3

**SIEMENS**

**MBA Leadership Program – Full Time**

**Europe Rotational MBA Program**

**EMERSON**

**Top Start International Business Leader Program**

**BASF**  
We create chemistry

**Sustainability Leadership Program**

**EMERSON**

**SCHNEIDER**

**SIEMENS**

**Finance Excellence Program**

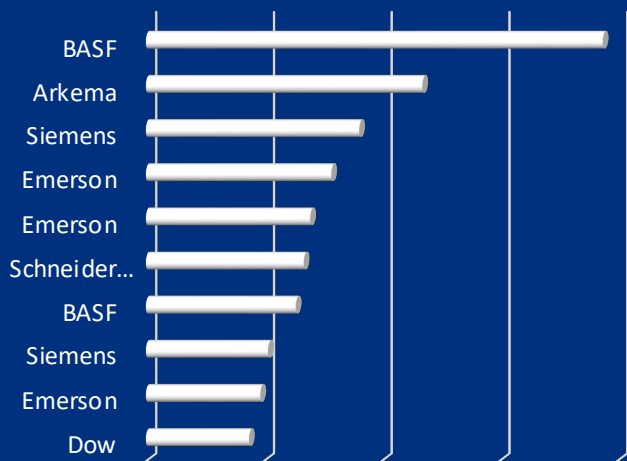
**MBA Leadership Program Internship 2026**

**EMERSON**

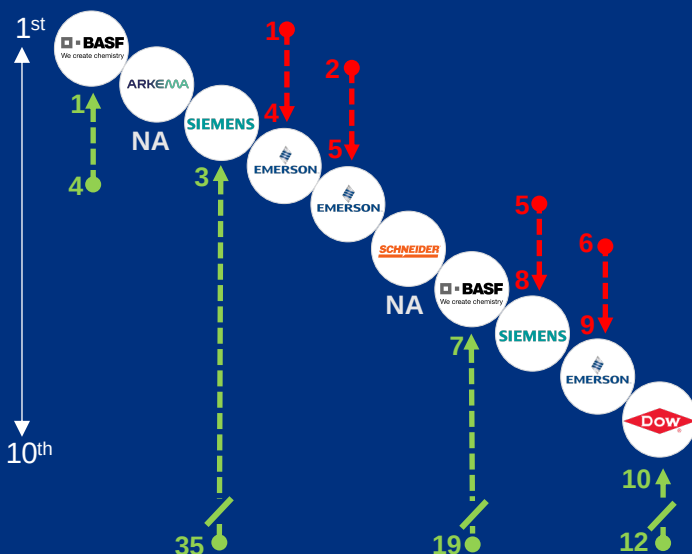
**DOW**

**Campus Graduate Leadership Development Program (MBA)**

## Comparison by Views 2025

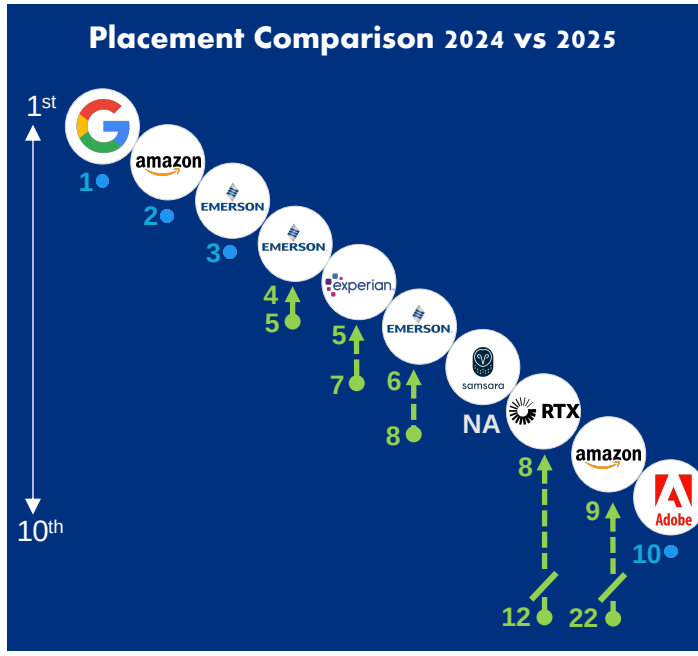
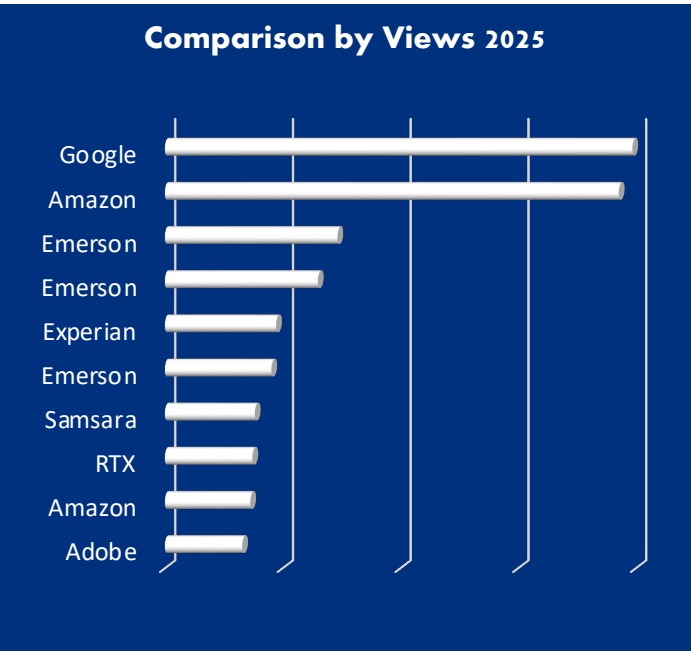


## Placement Comparison 2024 vs 2025



Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2024 and Apr 15, 2025

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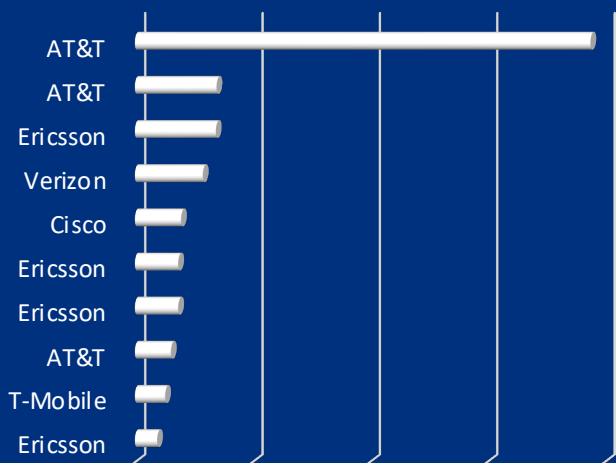


# Top Programs in Telecommunications

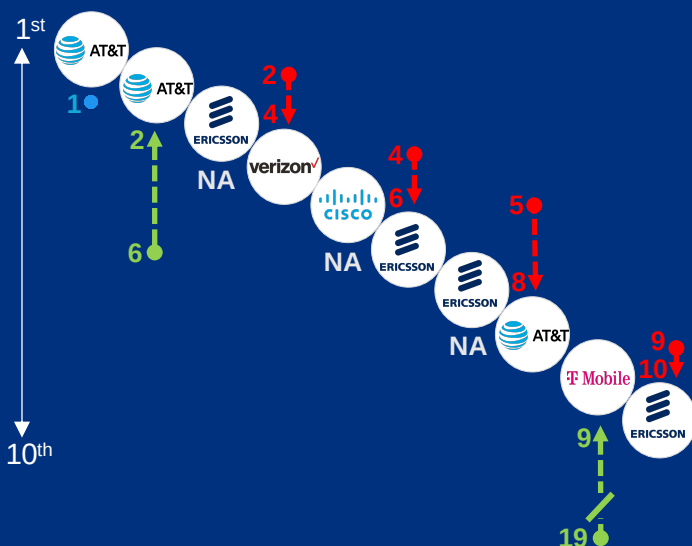
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## Comparison by Views 2025



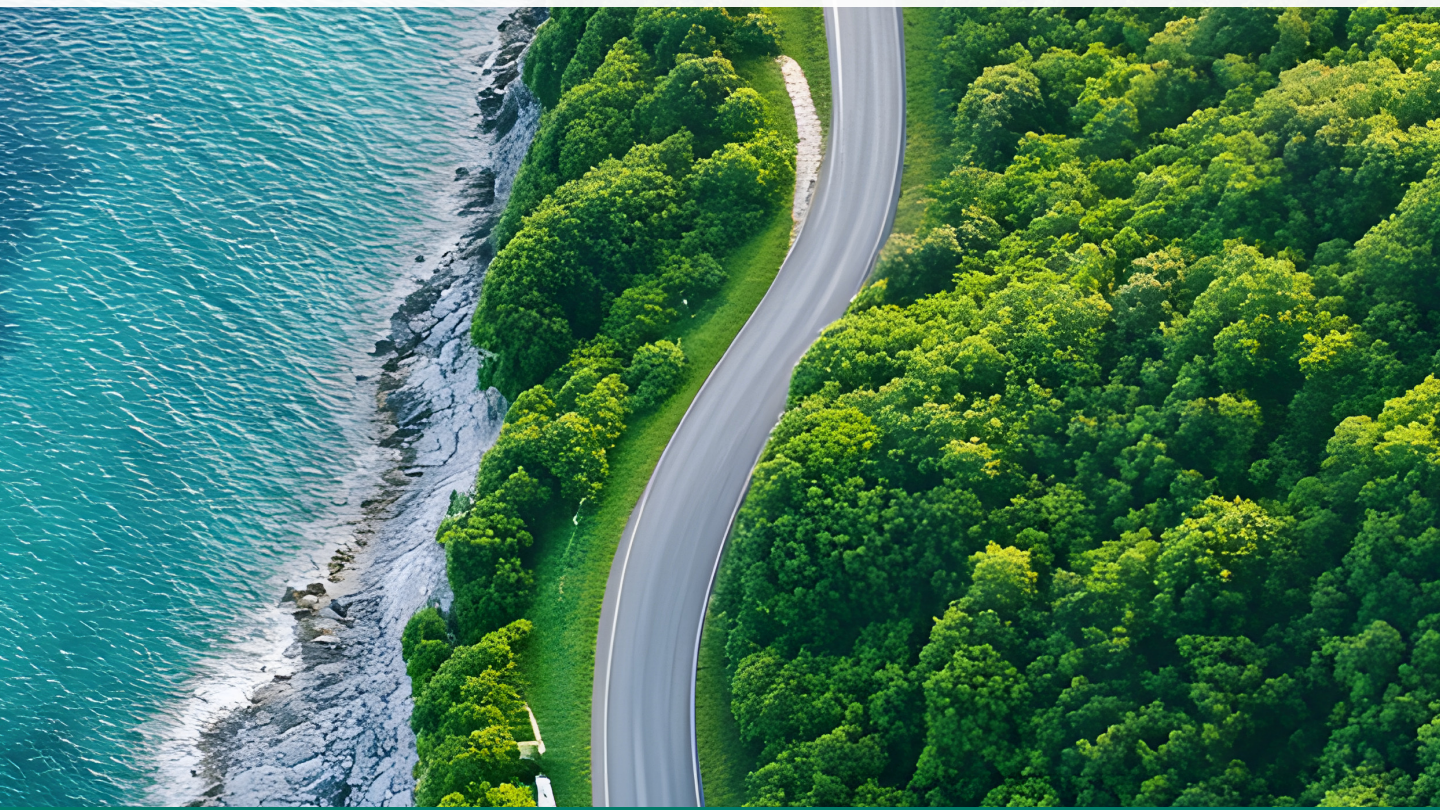
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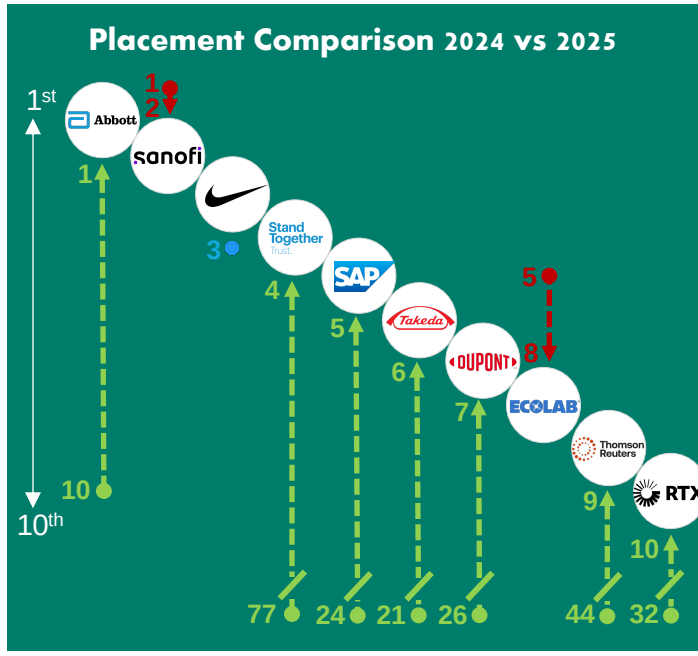
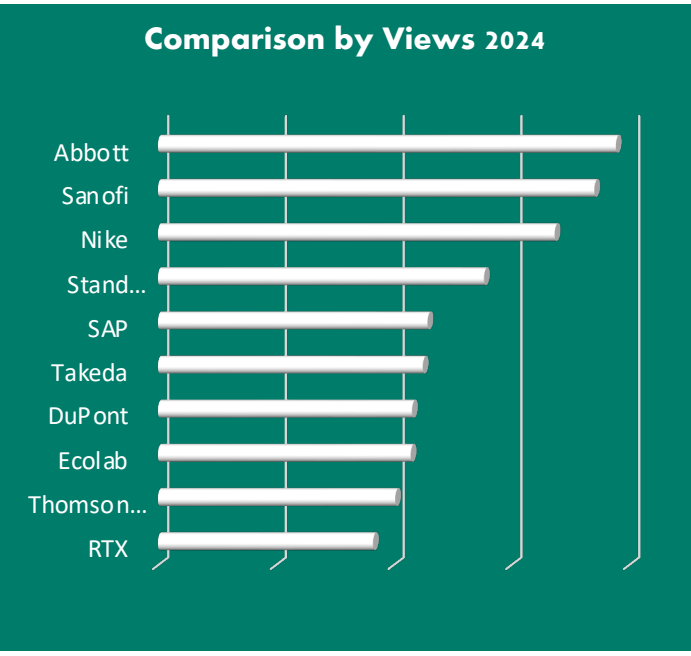




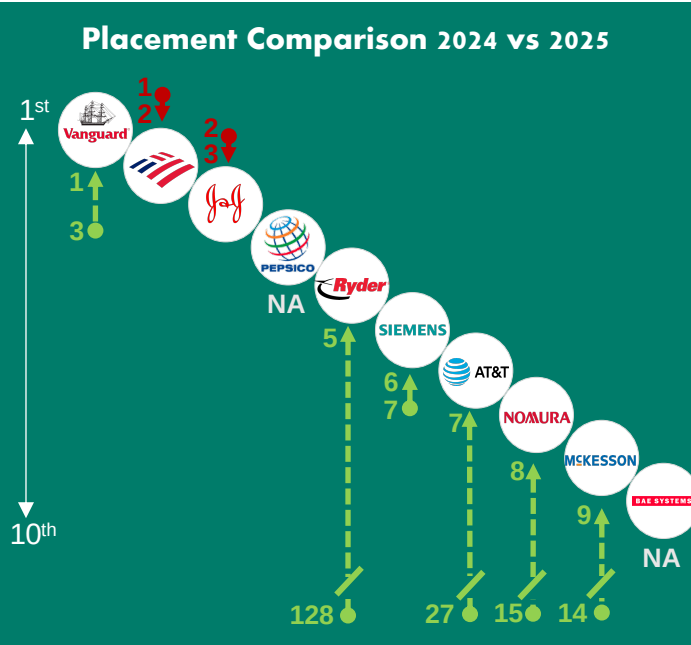
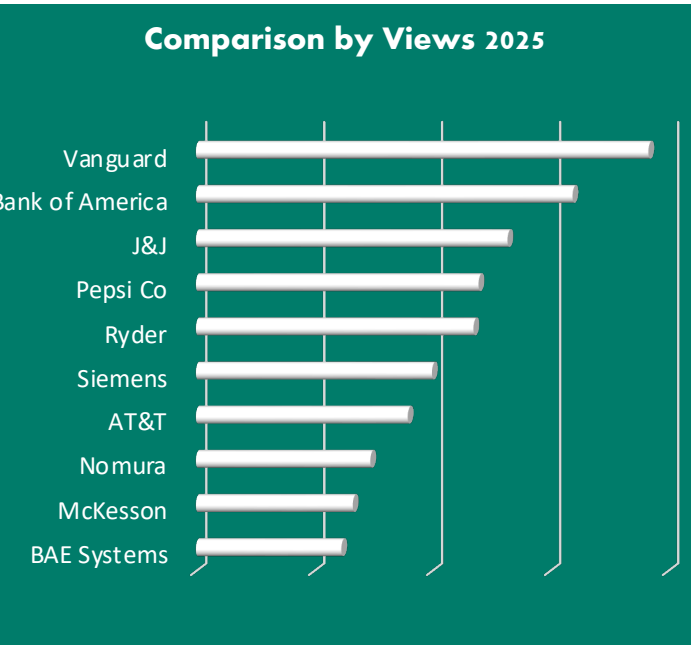
# 2025 Ranking of MBA Development Programs by **FOCUS AREA**

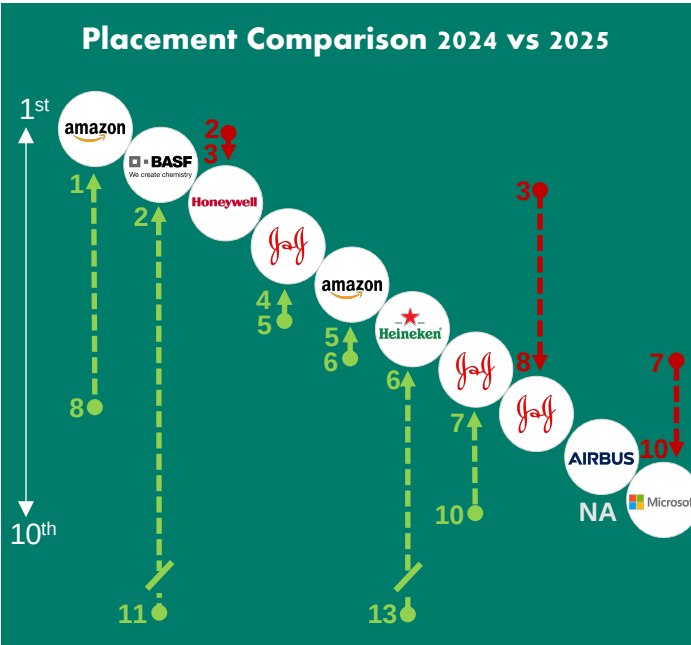
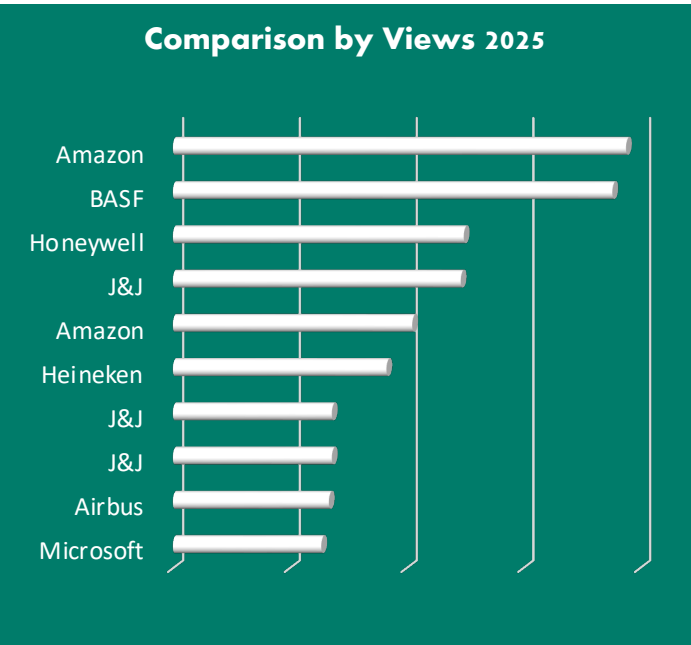




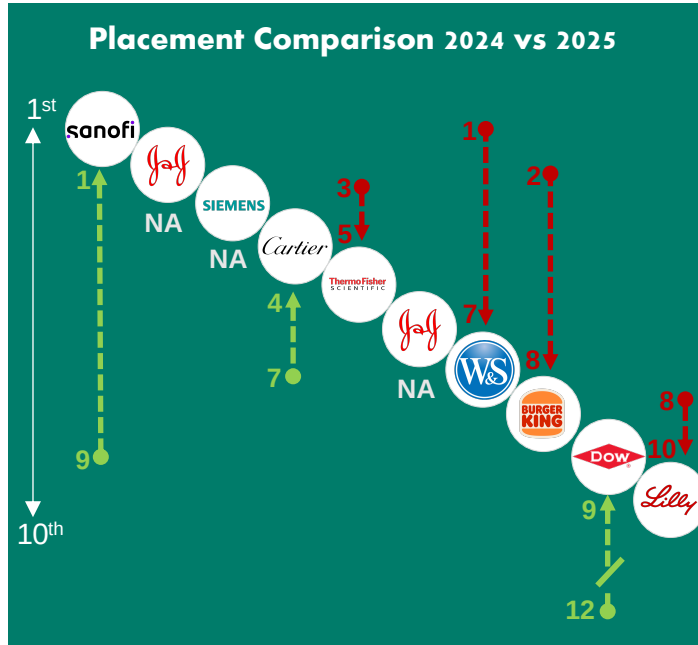
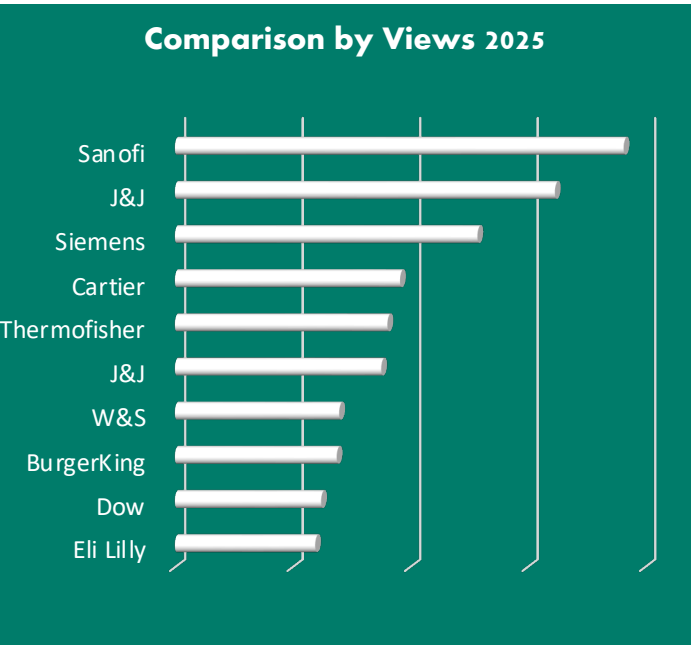












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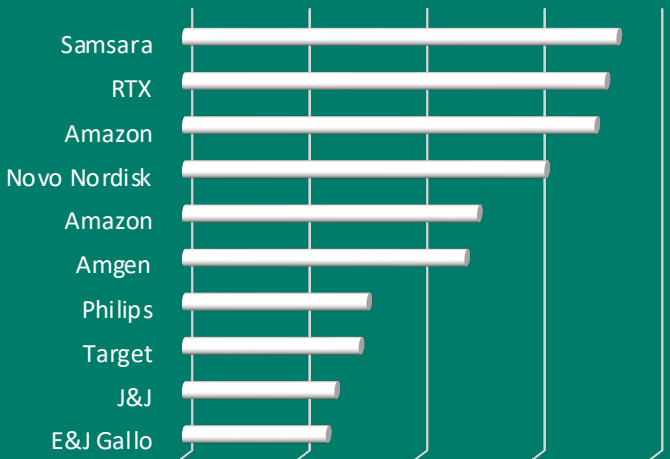


# Top Operations Programs

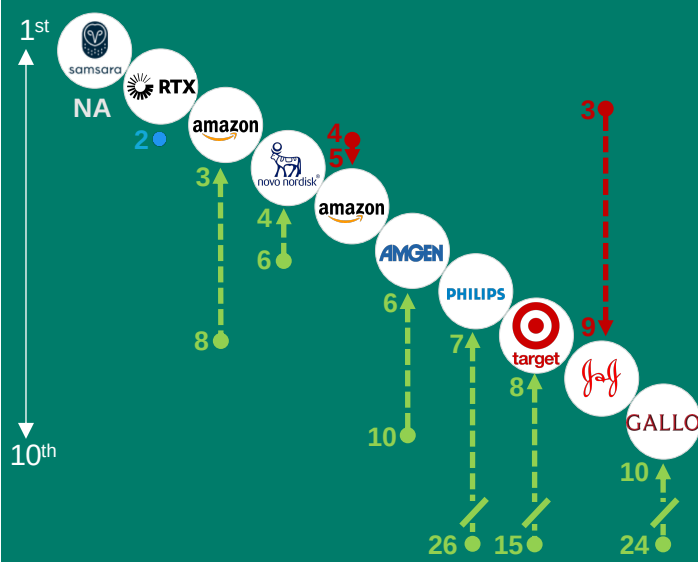
2025



Comparison by Views 2025



Placement Comparison 2024 vs 2025





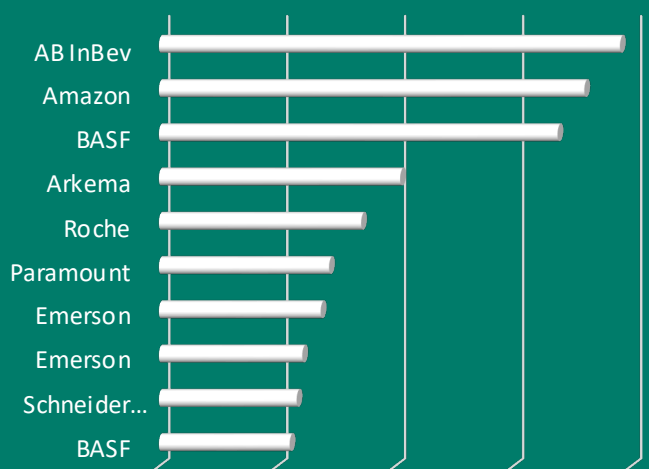


# Top Rotational Programs

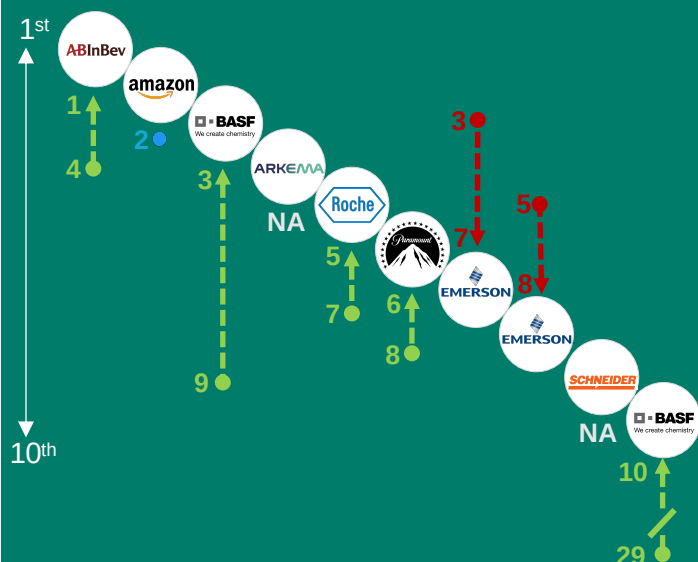
2025



Comparison by Views 2025



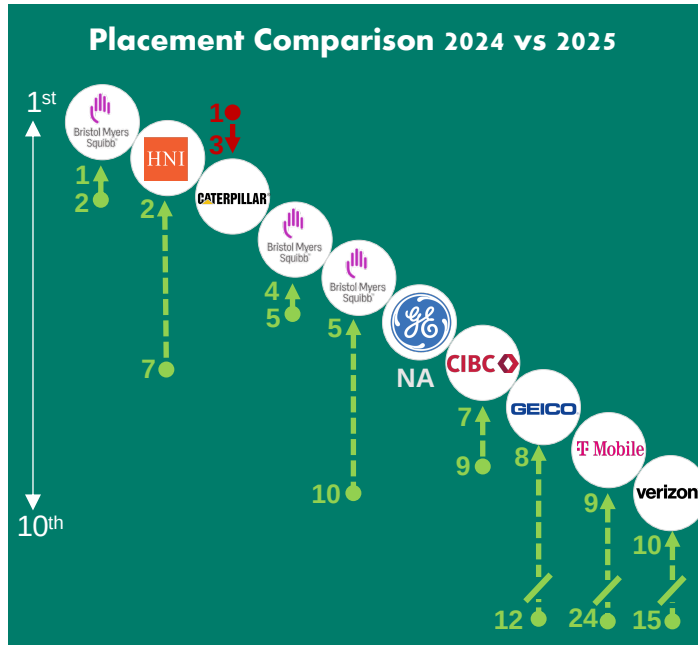
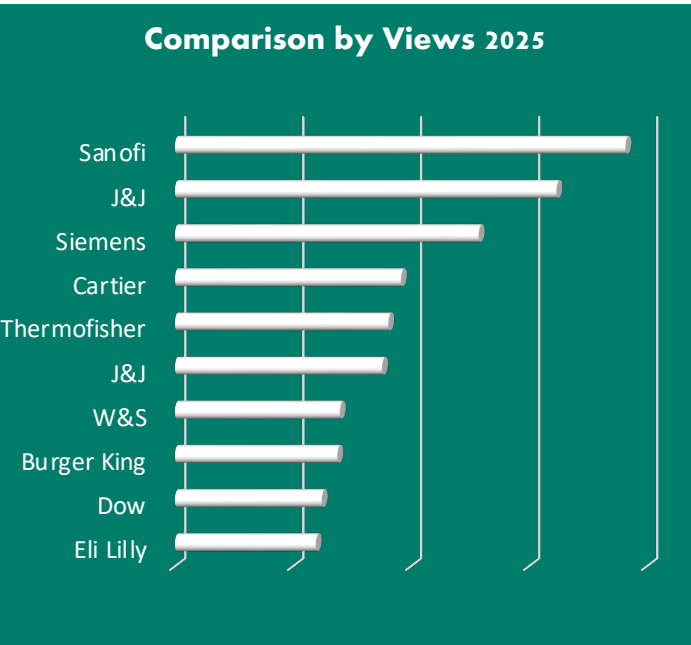
Placement Comparison 2024 vs 2025



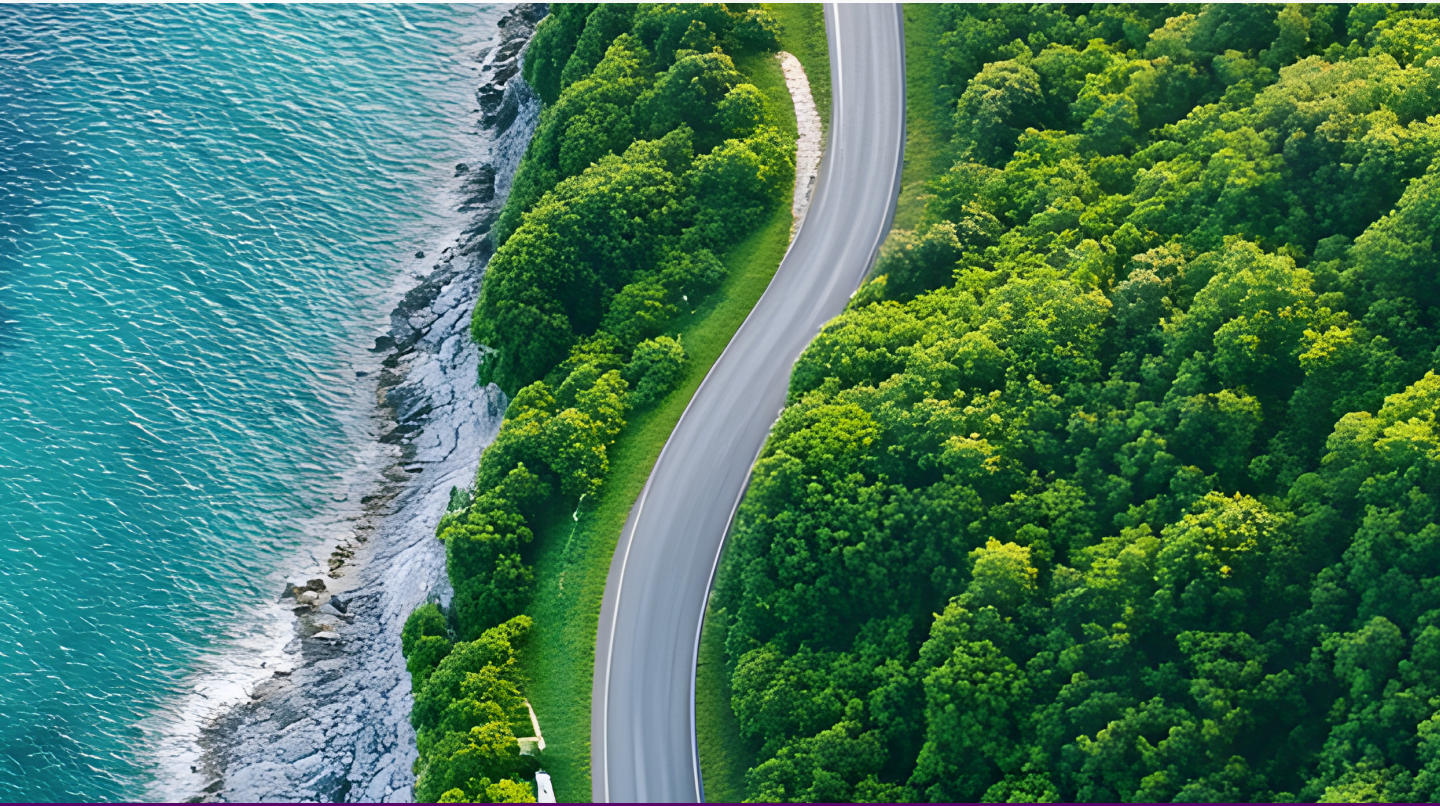


# Top Technical Programs

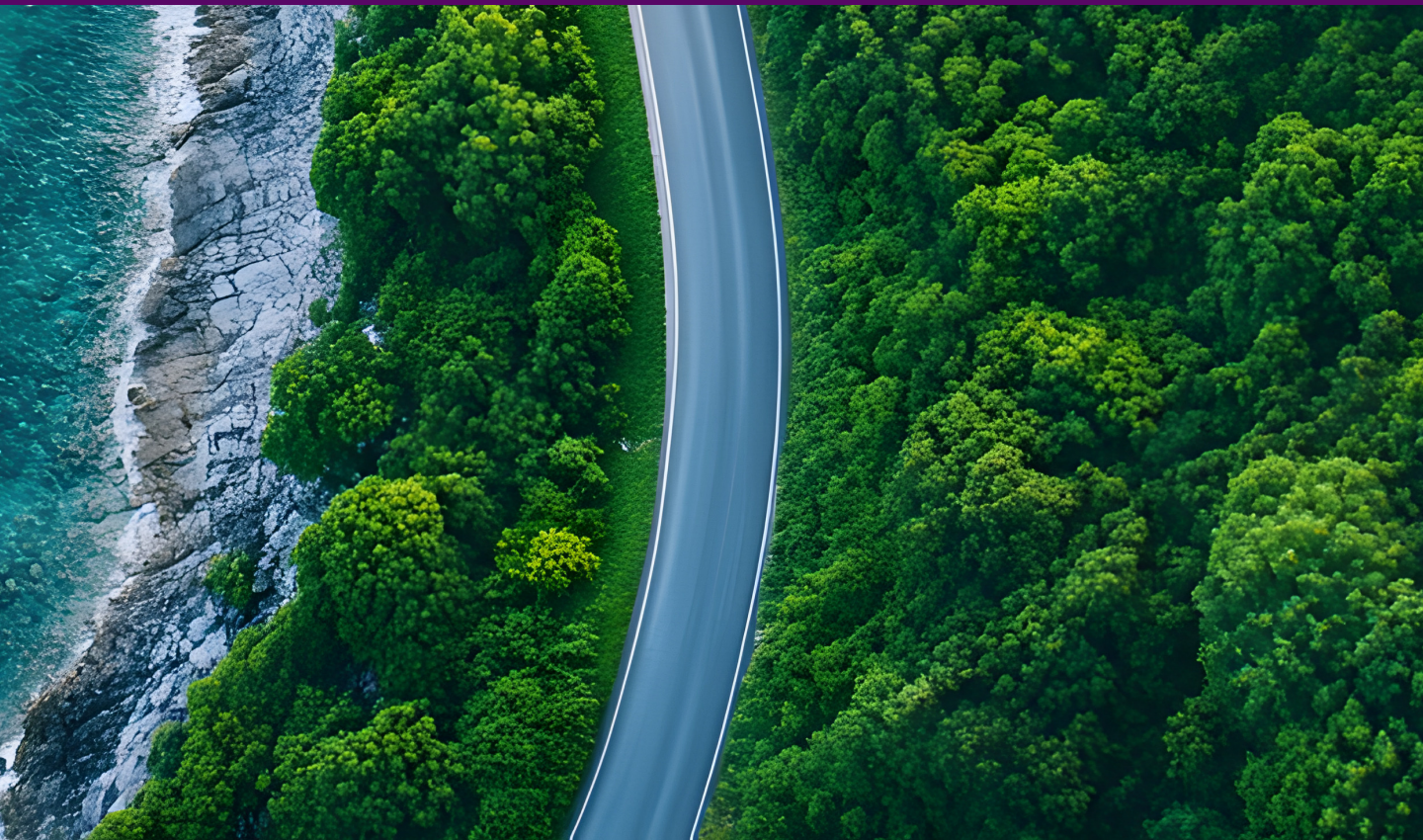
2025







# 2025 Ranking of MBA Development Programs by **SCHOOL LOCATION**

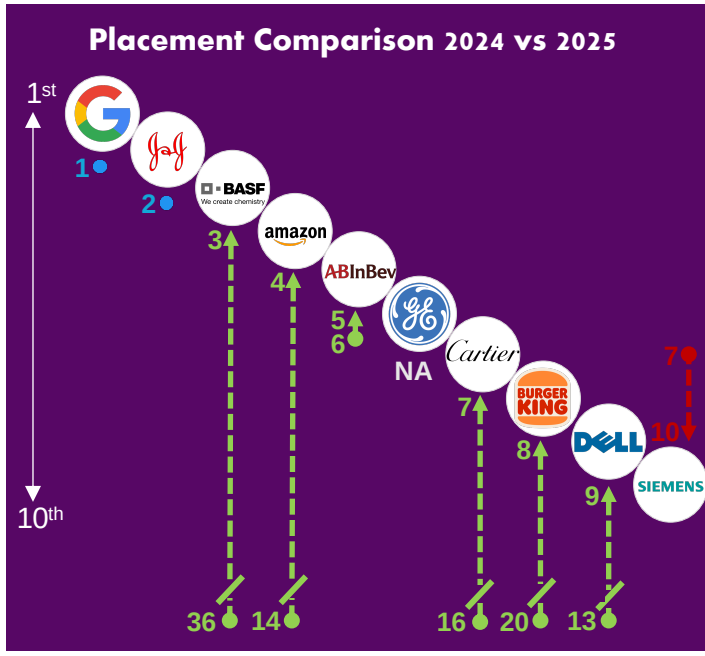
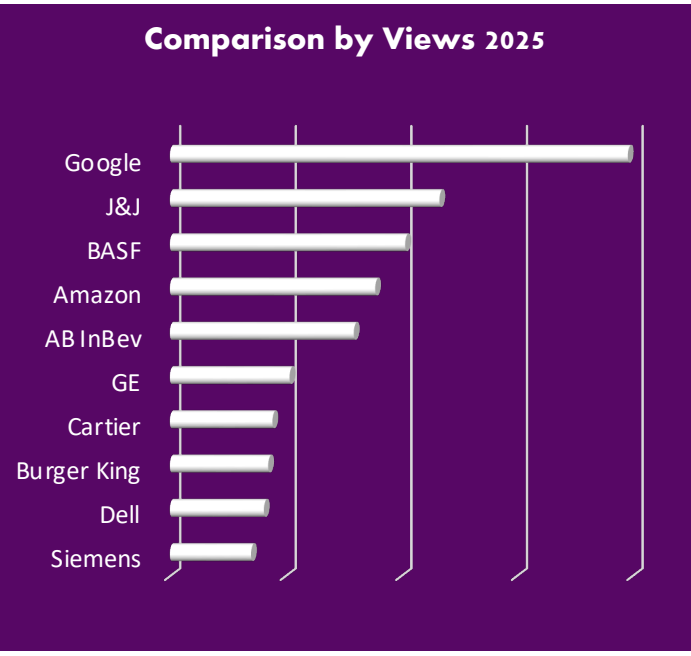






# Top Programs in Asia

2025



Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2024 and Apr 15, 2025

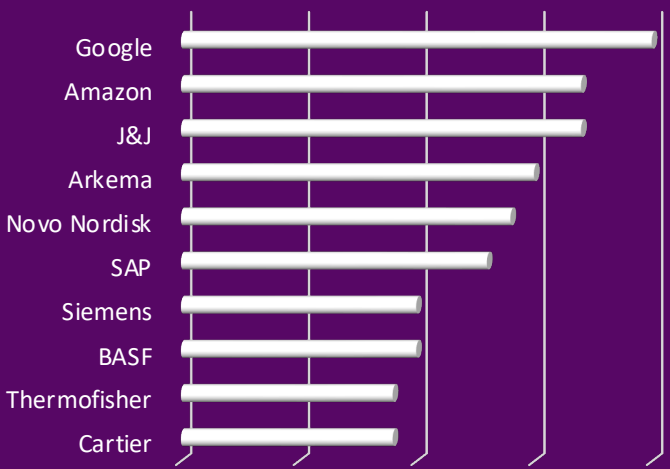


# Top Programs in Australia

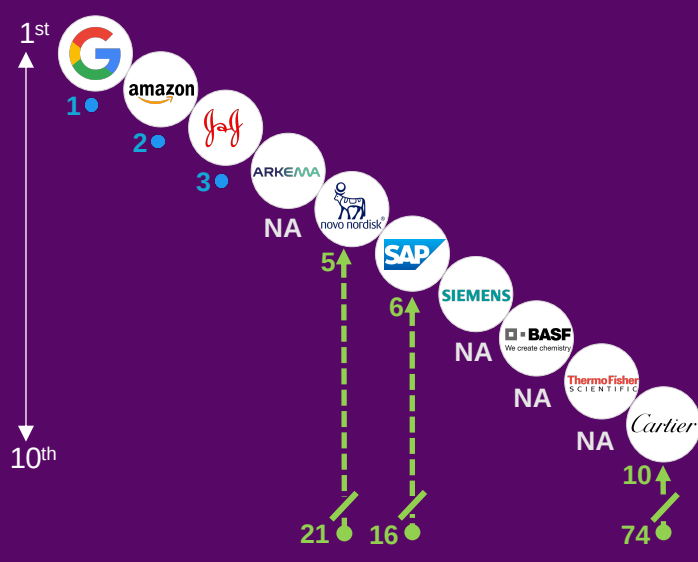
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## Comparison by Views 2025



## Placement Comparison 2024 vs 2025



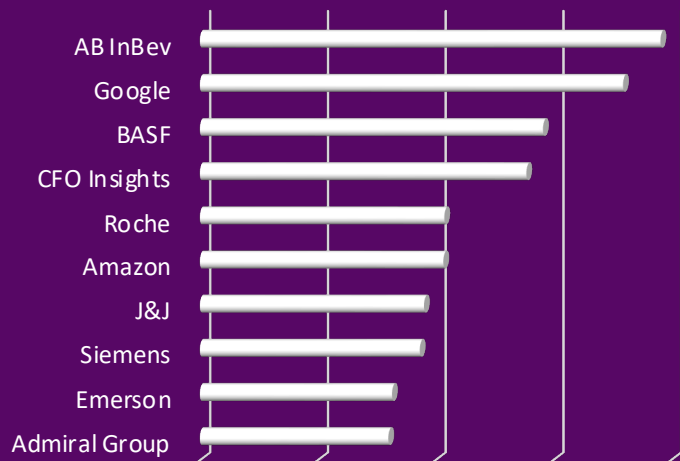


# Top Programs in Europe

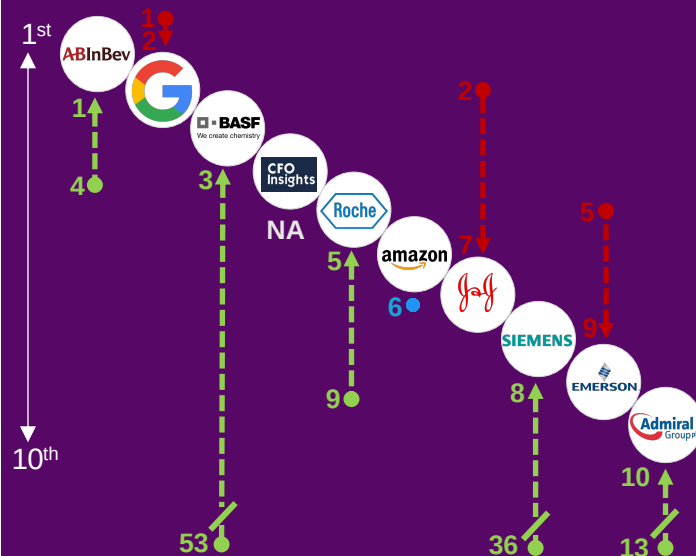
2025



## Comparison by Views 2025



## Placement Comparison 2024 vs 2025



Source: +100'000 program views by MBA students from +100 subscribed business schools between Apr 16, 2024 and Apr 15, 2025

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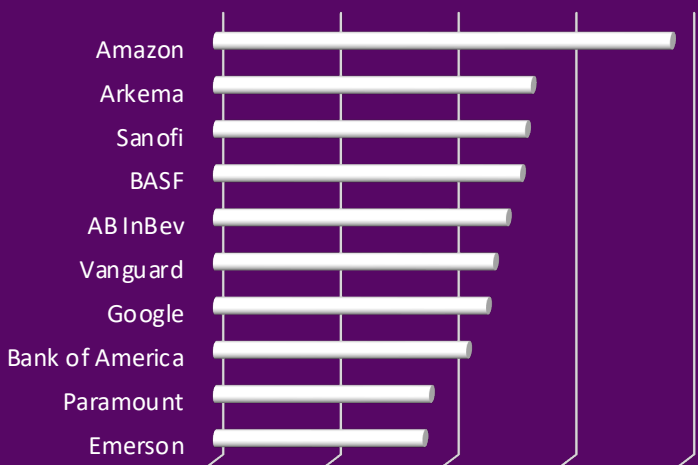


# Top Programs in North America

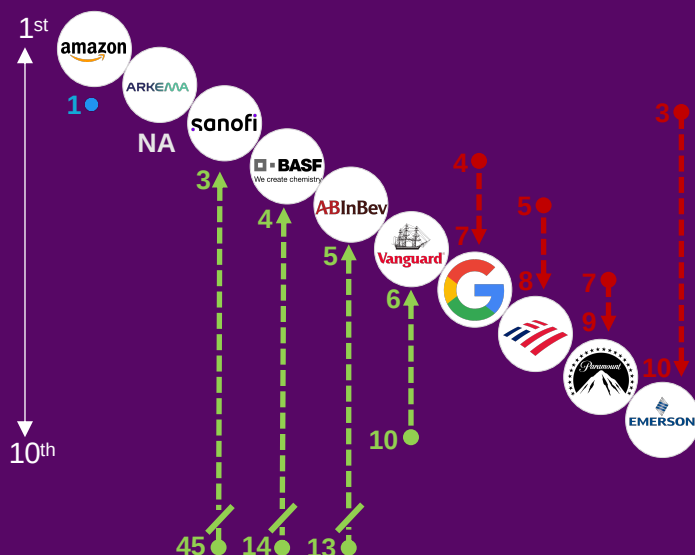
2025



## Comparison by Views 2025



## Placement Comparison 2024 vs 2025



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# Recommendation to the Students

**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)

## Want to go deeper?

We offer an interactive Bootcamp specifically focused on Leadership Development Programs (LDPs) — what companies look for, what to expect on a program, how to position yourself effectively, and stand out in the selection process.

Get in touch to bring this opportunity to your school!





# About MBA-Exchange.com

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 – **Empower Students**, Elevate Careers

- 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**
- Manage your school's activity

## 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

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