Guide to Management Development Programs

What are Management Development Programs?
Management Development Programs are designed to foster a pipeline of creative talent that will rotate through multiple departments in a structured process. These programs, which often last between 18 months and 3 years, provide individuals with the knowledge and skills necessary to fast track their careers (often resulting in placement in a managerial position at the end of the program) and provide the organization with a new generation of talented leaders.

Management Development Programs are also referred to as Leadership Development Programs, Rotation(al) Programs, Management Trainee Programs, and Trainee Programs.

What Companies have Management Development Programs?
- Download the Companies with Management Development Programs PDF on connectSC.
- For additional companies please view the Vault Guide to Management and Leadership Development Programs (within the Vault.com career guides found on connectSC)

What are the Benefits of Getting Hired into a Management Development Program?
- Programs provide a better understanding of the overall working of the organization and the operations involved inside the organization.
- Exposure to all the important activities and operations of the business.
- First hand experience of the functioning of the organization, from the very top to the bottom of the management ladder.
- Become more effective and efficient managers and leaders.
- Those in the program are recognized as potential candidates for top positions in the future.
- Able to understand the routine work and communication within the organization
- Broad exposure: Project rotations provide valuable networking opportunities, including division, plant and corporate contacts
- In-class learning in addition to on-the-job experience while promoting leadership skill development and professional growth.
- Provides valuable experience in many facets of business.
- Since most Management Development Programs spend short stints in many different areas, these programs provide a good amount of diversity and variety for its trainees.
- Often results in placement in a preferred area or field.
- Provides the transferable skills, knowledge, and entrepreneurial mindset for various other careers/opportunities
- Considered one of, if not the, fastest track to management for entry-level positions after college.

Career Center Programming (Podcasts and resource handouts located under “Podcast” tab on http://careers.usc.edu)
- Explore@4: Management Development Programs Employer Panel
- Explore@4: Business and Management Development Careers Employer Panel
- Internship Week: Business and Management Development Employer Panel
  - Contact handout located in the resource folder of connectSC

Company Expectations
- Strong academic performance and extracurricular achievement/involvement
- Leadership, communication (both verbal and written) and problem-solving skills
- Exceptional interpersonal skills, strong ability to cultivate relationships
- Proven track record of teamwork, adaptability, innovation, initiative and integrity

more...

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• Relevant work/internship experience
• Mature and professional demeanor
• Critical thinking and analytical skills
• Positive attitude

Companies Recruiting for Management Development Programs at USC

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Day in the Life

AT&T

As a field supervisor, my typical work day consisted of coming in early in the morning prior to my 13 service technicians arriving for work. I would check e-mails, approve my technicians' time, print out all daily reports, and get ready to have my daily morning meeting with my technicians. At 7:30, I met with the technicians and went over pertinent information and results. I would then handle all administrative issues and go out into the field to observe my technicians and assist with any needs they may have with installation and repair issues. Each day was filled with spontaneity presenting new challenges and opportunities to gain additional on the job training, e.g. customer escalations, damages causing major phone outages.

From participating in this development program, I am experiencing that taking small strides each day to learn the inner workings of the core business units along with the big picture message often presented by senior leadership. I have learned to come up with solutions (even though they may be small) that will be implemented to help achieve future growth and success for my company.

The most valuable attribute of the LDP program is the support system. The LDP group is a tight knit group where we can come together to share and learn with each other. Being a new employee in a large organization can be overwhelming when you don’t have much on the job training or know whom you can call to get the job done. Throughout my time in the LDP program, I have never felt alone or struggled for help. When I first started the program, I was assigned two mentors that were able to assist me with tasks as simple and important as setting up my company email and getting my company ID. Now that I have been in the program for over a year, I still call on my fellow LDP's who have been in similar positions as myself to assist me in times of need.

Myth Busters

MYTH: Management Development Programs are only for graduate or MBA alumni.
TRUTH: Many Management Development Programs recruit candidates that are either working on completing their bachelor’s degree or have recently graduated with their bachelor’s degree. A graduate degree can make you a more competitive candidate but it is NOT essential for every management development program.

MYTH: Management Development Programs only recruit candidates majoring in business or finance.
TRUTH: While these are popular areas of study for many management development candidates, other areas like communication, engineering and international relations are gaining popularity with recruiters. Some companies do not have a major requirement.

MYTH: Management Development Programs are like an internship and typically do not lead to a full-time opportunity with a company.
TRUTH: While some programs may have a time limit, many companies will use this as an opportunity to find and retain the most talented candidates they do not wish to keep. Many company executives are found in a management development program and with the amount of time and resources already invested in you, a company could be reluctant to let you go.

MYTH: Management Development Programs can limit or pigeonhole you into only one type of position.
TRUTH: Management Development Programs offer a rotational schedule. This will allow you to experience multiple areas of the company. For example, if the program lasts one year, you may spend three months with the marketing department, three months with the finance department, three months with the consulting department and three months shadowing an executive. You are then hired into the department that best fits the program in which you excelled the most.