

# MANAGEMENT TRAINING & DEVELOPMENT PROGRAMS

**Below is a list of rotational programs, which help you develop the skills and knowledge necessary for management careers.**

**Research these links and follow the application process for each company. If you need assistance with these applications, revising your resume or cover letter, please call the CSO office to schedule an appointment!**

## [Circuit City Stores \(Executive Leadership Group - Financial Trainee\)](#)

As a Circuit City Financial Trainee, you will be exposed to a broad range of business activities and to a variety of management techniques while working as an analyst or supervisor in our Accounting or Internal Audit department. While initial assignments are determined based on business need at the time of graduation, Financial Trainees have the potential to rotate to new challenges within the first year and experience two to three rotations within a two to four year period.

## [Grainger \(Leadership Development Rotational Program\)](#)

The Leadership Development Program provides an accelerated path for leadership development for qualified candidates who have been identified as future leaders of the company. The 3-year program provides challenging, cross-functional exposure to the Grainger business.

## [National City Corporation \(Corporate Associate Program\)](#)

Offers four different undergraduate programs: Corporate Audit Development; Commercial Banking Development; Retail Development; COIS Associate Leadership.

## [Pacific Gas and Electric \(Leadership Program\)](#)

PG&E currently offers five different organizations that entry level Business majors can begin to explore: Account Services, Controller's Organization, Customer Service and Revenue, Regulatory Relations and Strategic Sourcing and Operations Support.

## [Manulife](#)

Offers three rotational undergraduate programs: Actuary; Information Systems; Investment.

## [Thompson Financial](#)

Offers a wide variety of undergraduate jobs, but no mention of management trainee program.

## [Genzyme Corporation](#)

Genzyme offers an internship/co-op program for students in all life science disciplines, as well as a number of non-science opportunities such as finance, marketing, IT, engineering, and operations. Students from any school or program are eligible for consideration. Internships for graduate and MBA students are also available.

## [SunTrust](#)

Our comprehensive, professional Associate Training Programs provide participants with a solid platform on which to build their careers. Offers Commercial Banking; Commercial Real Estate; Corporate Finance and Investment Banking; Equity Capital Markets Investment Banking Programs.

### [Mattel](#)

General Internships - There are also general undergraduate internship opportunities available, based on department needs. Departments which typically hire interns include IT, Legal, Corporate Communications, and Human Resources, although any interested departments can participate.

### [Walt Disney](#)

Exciting Professional Internships are offered throughout the Walt Disney World Resort! These opportunities serve as a springboard toward launching a successful career while building and establishing relationships. College students will work in a high-energy environment, interface with many levels of management and network with Disney professionals.

### [BASF Leadership Development Program](#)

Through a series of rotational assignments, you'll explore your career options and develop technical and professional decision-making skills, while fulfilling specific business needs. You'll also have the opportunity to assess your capabilities, skills and interests and gain valuable exposure to our culture and values.

### [General Electric \(GE\)](#)

Offers five separate entry level leadership programs: Engineering; Finance; Information Management; Operations; Sales and Marketing.

### [MassMutual Financial Group](#)

MassMutual hires college graduates into a wide variety of positions based on a candidate's skills, competencies, interests and experience. You'll be provided with customized training, comprehensive support and a competitive benefits package.

### [Raytheon Leadership Development Program](#)

As an LDP participant, you are expected to develop your full potential in your particular area of emphasis. Both a mentor and an assignment manager will support you. These roles combine to maximize the impact of the two-year development process.

### [Wells Fargo](#)

Wells Fargo hires students of all majors and backgrounds for development programs in the following businesses. Learn more about these key business groups and how to apply for upcoming opportunities.

### [Visteon](#)

Through our full-time career development program, recent college graduates are able to gain a solid variety of experience in their field of study during their first few years with the company. This program provides the support and guidance needed to become an integral part of Visteon's success and ensures the professional growth of recent graduates.

### [Baxter Healthcare Corporation](#)

Offers Finance, Marketing, Human Resource development programs.

### [Citigroup](#)

Citigroup's Corporate Operations and Technology group provides global support in the areas of finance, procurement, vendor management, payment services, anti-money laundering operations, payroll, information security, project management, systems, continuity of business, applications, technology, operations, realty services, and financial consolidation activities.

### [The Dow Chemical Corporation](#)

Offers HR, Marketing, Operations, Public Affairs, Research, and Accounting Development programs for recent grads.

### [General Mills](#)

Offers Brand Design, Finance, Information Systems, Logistics, Manufacturing and Engineering, Marketing, Promotion Marketing, Purchasing, Quality and Regulatory Operations, Research and Development, Sales-Customer Service, Sales-Foodservice, Sales-Consumer Foods for undergrads.

#### [International Truck and Engine Corporation](#)

Our award-winning corporate university offers a wide range of standard and custom courses designed to enable International to build a world-class workforce. The university's "virtual" curriculum is accessible from just about anywhere in the corporation, with courses formatted for self-study, offered as workshops by most International locations, or available online. International offers a fully accredited online MBA program.

#### [Sears Company](#)

Retail Management Program, Customer Care Management Program, Accounting Programs.

#### [Marriott](#)

Marriott's Management Development Program (MDP) is a self-paced, individual development program designed to provide entry-level Marriott managers with the knowledge and skills necessary to perform their jobs and provide exceptional guest service.

#### [SBC](#)

The Leadership Development Program (LDP) is a 20-26 month career development program for recent bachelor's and MBA graduates who have achieved academic excellence and demonstrated outstanding leadership potential. Participants are placed in a rotation of three diverse work assignments during the program to widen their exposure to key areas within SBC Communications and to deepen and accelerate their career growth.

#### [United Technologies Corporation](#)

UTC seeks talented undergraduate business and engineering students for opportunities at its business units. We offer a number of direct-hire opportunities, as well as several rotational programs in finance, engineering and other business disciplines.

#### [Cintas Corporation](#)

Cintas is seeking a Management Trainee to participate in a 2-year training program for college graduates, where the goal is to promote personal and professional development so that our Management Trainees can succeed in a Cintas management career path. Our Management Trainee Program produces top-notch Cintas Partners who have superior management skills, an in-depth understanding of our business and industry, and an enthusiasm for our intense, fast-paced environment.

#### [Eaton Corporation](#)

Eaton's Dimensions Development Programs provide a structured way of accelerating development through challenging assignments, training & conferences, assignment managers / mentors, and feedback and support. The programs help to meet Eaton's needs to develop early talent for key positions. Offers programs in Accounting, Engineering, HR, IT, General Management, Technical Sales, and Supply Chain.

#### [Intel Corporation](#)

Build on your existing technical knowledge while enhancing your analytical, interpersonal and business leadership communication skills. Two and a half year Sales and Marketing programs are designed for the technical recent college graduate interested in a sales or marketing position. Programs are focused on developing strong leadership foundation, network, and exposure across Intel's core business groups.

#### [Johnson & Johnson](#)

Johnson & Johnson companies offer a world of new and expanding opportunities for students in bachelor's and advanced degree programs. The areas of opportunity include: Finance/ Accounting, Engineering, Sales, Quality Assurance, Information Management, Marketing, Human Resources, Research and Development, and Sales.

#### [Rolls-Royce](#)

Rolls-Royce is constantly investing in and building for the future. And that future could be you. Once you complete your degree, we have a limited number of opportunities where graduates may continue their learning through a formal Leadership Development Program - a program which seeks to develop the future leaders of our company.

#### [Abbott Laboratories](#)

Our Professional Development Programs give recent college graduates an opportunity to apply their skills in

different areas and divisions throughout Abbott. By changing assignments throughout the program, you'll develop a sound understanding of our company and you'll develop your management, technical and interpersonal skills along the way. In fact, many former program members are now in key management positions.

#### [Ford Motor Company](#)

Since the program's inception, there have been separate versions for engineering, purchasing and other hiring organizations. While a typical programs may include four assignments in two years, each organization has designed the best way to develop the talent and leadership we need.

#### [Applied Materials](#)

Applied Materials' Global College Program (GCP) is a specialized full-time paid opportunity for new college graduates. It is designed to train and develop new graduates in all fields, enabling them to make a significant contribution to the company while learning information valuable in their full time position.

#### [Cisco Systems](#)

We are now recruiting highly motivated recent graduates to take part in an extraordinary job opportunity. Graduates of our intensive one-year "Associates Program" become seasoned sales and sales engineering professionals, with the knowledge and skills to succeed in the field. Candidates must be dedicated, achievement-oriented, and possess a proven ability to learn. To be eligible for this program, interested individuals must have graduated within the last two years, be prepared to relocate, and have a cumulative grade point average of 3.0.

#### [John Deere](#)

Offers Finance, Marketing, Engineering, Supply Management, and Information Systems development programs.

#### [Steelcase](#)

Steelcase's PACE (Professional Alternative Career Entry) program provides talented college graduates with a comprehensive training program in preparation for joining our dynamic consultative sales team. During the intensive 6-month program, you'll have the opportunity to work with various departments at our world headquarters in Grand Rapids, MI. You'll also spend time at one of our regional offices, and take part in a comprehensive sales training course.

#### [Solectron](#)

Solectron's Work-Based Learning Program offers an experience that may help you make valuable and important decisions regarding your career goals and aspirations. The program consists of a co-op or internship in one of the following Solectron areas: Materials Planning Management; Purchasing; Test Engineering; Process Engineering; Finance.

#### [Lucent Technologies](#)

The FLDP is a rigorous 38 month program in finance that combines real-time on-the-job developmental experiences with graduate school-level education. The program provides a strong combination of technical and strategic skill development. Participants rotate into a new job assignment every 12 months. At the same time, participants engage in selected financial and leadership development sessions specifically designed to provide both academic theory and practical application.

#### [Nortel](#)

Student placements are available in technical and business fields. Students can gain experience in areas such as software and hardware design & development, testing and verification, IT, business systems, customer care, human resources, finance and marketing.