

MANAGEMENT DEVELOPMENT PROGRAM



Marriott Vacations Worldwide (MVW) is committed to the development of our future leaders, and as a result, has established the **Management Development Program (MDP)** which is an intensive immersion program offering participant work experience throughout a resort. While working with site leadership, participants will have the opportunity to develop and demonstrate their leadership, management, and hospitality skills.

The program cultivates knowledge, skills and abilities through on the job experience, as well as exposure to business leaders. Each participant will be given the opportunity to specialize in one or more of the following departments as part of their Core Program: Front Office, Housekeeping, Food & Beverage, Engineering (Facilities Management) or Loss Prevention. In addition to the specialization, complimentary department rotations are included as well.

The MDP is designed to last 6-12 months depending upon the participant’s previous experience and the needs of the property. The site leaders and regional human resources leaders will work with successful participants to place them in management positions upon completion of the MDP.

The MDP offers a combination of learning activities, task-based assignments and practical work experience. In addition, a dedicated mentor/sponsor is assigned to each participant in order to assist them with navigating through the program.

MDP Overview:

- **Self-Paced Program** designed for individual learning styles
- **Hands-On Work Experience** interacting with Owners, guests and associates while building operational expertise
- **Leadership Development Courses and Training** specific to MVW culture and our core business
- **Cross-Training** Opportunities in other departments at a resort

EXAMPLES OF MDP CORE PROGRAMS			
Core Program	Front Office	Housekeeping	Food & Beverage
Specialization	Front Office – 17 weeks	Housekeeping – 16 weeks	Food & Beverage – 15 weeks
Required Complementary Modules	Housekeeping – 3 weeks Activities – 1 week Food & Beverage – 1 week Loss Prevention – 1 week Engineering – 1 week	Front Office – 4 weeks Activities – 1 week Food & Beverage – 1 week Loss Prevention – 1 week Engineering – 1 week	Front Office – 4 weeks Housekeeping – 2 weeks Activities – 1 week Loss Prevention – 1 week Engineering – 1 week

After completion of the Core 6-month modules, depending upon the length of the program, participants will return to their Specialization department to apply their new knowledge to take on additional responsibilities. Participants may also work with their manager, mentors and/or sponsor to add additional modules specific to their location and potential career path.

Total Rewards

MDP participants will earn a salary as non-exempt managers and will be eligible to participate in our benefits package including medical, dental, vision, 401K, Short/Long term disability, Life Insurance, and the Marriott hotel discounts. MDP participants will also be eligible for a relocation package where applicable.

For more information about the MDP, please visit our website at www.mvwcareers.com > College Programs tab.