

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 work and rotate through all the following departments as part of their program: Front Office, Housekeeping, Safety & Security, Activities, and Food & Beverage. In addition to gaining valuable experience in each department, supplemental development activities will be provided to the MDP as well.

The MDP is designed to last 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:

- **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 & Rotation** in five different departments at a resort

MANAGEMENT DEVELOPMENT PROGRAM ROTATION

FRONT OFFICE	HOUSEKEEPING	SAFETY & SECURITY	ACTIVITIES	FOOD & BEVERAGE	SUPPLM ENTAL DEVELOPMENT
16 WEEKS	16 WEEKS	4 WEEKS	4 WEEKS	4 WEEKS	4 WEEKS

After completion of the 12- month program the site leaders and regional human resources leaders will work with successful participants to place them in management positions upon completion of the MDP.

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.