

# rotational assignments come in all shapes and sizes

exploring three potential program structures

industry division purpose	<b>program 1</b> Medical/Health Multiple Leadership development	<b>program 2</b> Education Administration High potential skill development	<b>program 3</b> Pharmaceutical Finance High potential skill development
segments, split and total duration	2 even segments @ 18 months each = 3 years	4 even segments @ 6 months each = 2 years	3-4 even segments @ 6-12 months per rotation
locations	 <p>2 locations in different regions: multiple U.S. locations, Switzerland, China, Singapore, India and Australia</p>	 <p>U.S.-domestic program: 8 cities participate: Chicago, Boston, Dallas, Los Angeles, Seattle, Atlanta, Miami and New York</p>	 <p>International: UK, Canada, Brazil, China, Australia, Singapore, Switzerland, UAE, Japan and Ireland</p>
description	 <ul style="list-style-type: none"> <li>Rotates employees through two different business units to provide a broad understanding of the company and in-depth functional experience</li> </ul>  <ul style="list-style-type: none"> <li>The second segment is an opportunity for a global (expatriate) assignment</li> </ul>  <ul style="list-style-type: none"> <li>A variety of rich developmental experiences help fulfill personal and professional potential, including functional and peer mentoring programs, functional training, and leadership workshops</li> </ul>  <ul style="list-style-type: none"> <li>Provides opportunities to build a valuable network of peers, managers, and leaders across the company</li> </ul>	 <ul style="list-style-type: none"> <li>The rotational assignment program is open to high potential employees seeking skill development through general training and experience, or change of work environment</li> </ul>  <ul style="list-style-type: none"> <li>Participants have potential and seek lateral opportunities to deepen technical knowledge and experience</li> </ul>	 <ul style="list-style-type: none"> <li>Usually an 18-24 month duration in total</li> </ul>  <ul style="list-style-type: none"> <li>The rotational development program provides opportunities for high potential future leaders to gain exposure to functions that are critical to the success of the company and its affiliates</li> </ul>  <ul style="list-style-type: none"> <li>Assignments designed to provide new hires with real-life work experience, challenging business assignments and training in both technical and leadership skills</li> </ul>
employee requirements	 <ul style="list-style-type: none"> <li>Employee must have an MBA or be pursuing one</li> <li>Strong leadership and communication skills</li> <li>3+ years working experience</li> <li>Highly mobile and willing to pursue different geographic opportunities</li> <li>Legally authorized to work in the United States on a full-time basis without the need for sponsorship for an employment visa in the future</li> </ul>	 <ul style="list-style-type: none"> <li>Striving to work by company values</li> <li>Desire to develop skills and knowledge base</li> <li>Works well with others</li> <li>Dependable, good work ethic</li> <li>Continuous focus on improving performance through learnings</li> <li>High performance rating</li> </ul>	 <ul style="list-style-type: none"> <li>Employee must have an MBA or be pursuing one</li> <li>Demonstrated leadership and strategic skills</li> <li>3-4 years working experience</li> <li>Highly mobile and willing to pursue different geographic opportunities</li> </ul>
approval	Employees apply and are approved	Employee-initiated and supervisor approval	Employees apply, must provide recommendation from executive level, committee approves

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