

The logo for LDP connect, featuring the letters 'LDP' in a bold, sans-serif font with a yellow-to-white gradient, followed by the word 'connect' in a smaller, white, lowercase sans-serif font. The text is set against a dark background with several overlapping, semi-transparent circles in various colors (yellow, orange, red, green, blue) and a thin, glowing yellow arc.

An Assessment of Practices in Managing Early-Talent Development Programs in General Management



LDP SURVEY FOURTH EDITION

2022

GENERAL MANAGEMENT PROGRAMS
COMPENSATION, RETENTION &
BUDGETING REPORT

With the support of





WELCOME!

The LDP Survey is a unique, biennial assessment of practices related to the management of structured development programs for early-career talent. Run since 2015, the survey is conducted by LDP Connect in consultation with early talent developers and leaders from the world's marquis employers. The aggregated data offers organizations an opportunity to benchmark their program management practices against the "market." Overall, this fourth edition of the study contains data from 84 organizations on 183 development programs across many functions.

GENERAL MANAGEMENT - COMPENSATION, RETENTION & BUDGETING REPORT

This report contains a summary of **26 early talent development programs focused on General Management** from the 23 organizations listed on the following page.

Custom reports and additional data analysis services are available. For more information, please contact Dan.Beaudry@LDPconnect.com.

LDP Connect would like to thank all who participated in this survey, and all who contributed to the creation of its content.



CONTRIBUTING ORGANIZATIONS

ABRDN
ACTIVISION BLIZZARD
AMERICAN FAMILY INSURANCE (X2)
AT&T
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CVS HEALTH
DANAHER (X2)
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SENNECA HOLDINGS
TAKEDA
THERMO FISHER
TRUIST FINANCIAL
UNUM
VANGUARD (X2)
WHIRLPOOL



Retention Data

What percent of your participants complete the first year of the development program? (N=25)

25th percentile	97%
Median	100%
75th percentile	100%
Average	98%

What percent of your participants complete the full program? (N=23)

25th percentile	84%
Median	95%
75th percentile	97%
Average	85%

What is your 1-year post-program retention rate? (N=20)

25th percentile	90%
Median	95%
75th percentile	97%
Average	89%



Retention Data

What is your 5-year post-program retention rate? (N=18)

25th percentile	55%
Median	70%
75th percentile	81%
Average	64%

What are your official post-program retention GOALS?

Component	1-year	3-year	5-year
25th percentile	80%	65%	55%
Median	100%	80%	70%
75th percentile	100%	90%	75%
Average	87%	74%	63%
N=	13	11	11



Budgeting Data

What is the overall operating budget of your program (not including salaries or bonuses)? (N=13)

25th percentile	\$50,000
Median	\$200,000
75th percentile	\$750,000
Average	\$451,997

What is your average operating dollar investment PER PARTICIPANT (not including salaries or bonuses)? (N=12)

25th percentile	\$3,000
Median	\$4,500
75th percentile	\$7,301
Average	\$7,200

What percentage of your program budget is NOT allocated for salary/benefits? (N=10)

25th percentile	4%
Median	5%
75th percentile	18%
Average	18%



Compensation Data

Which of the following components are part of the total compensation that associates receive **UPON STARTING** your development program?

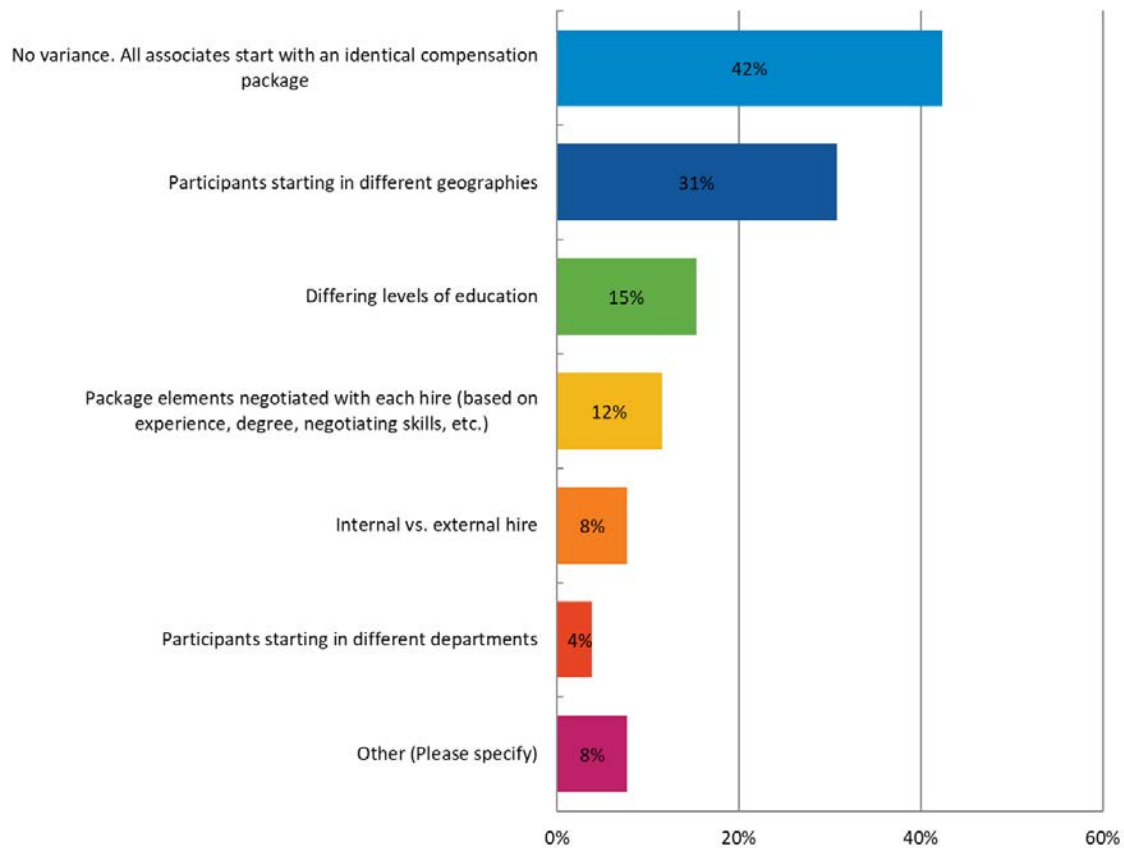
	Offering	Reporting	25th %ile	Median	75th %ile	Fixed	Negotiable	NR
Base Salary	21	20	\$64,500	\$110,000	\$120,000	19	1	1
Bachelors	10	9	\$61,000	\$63,000	\$65,000	8	1	1
Graduate	11	11	\$117,500	\$120,000	\$129,000	11	0	0
Sign on bonus	19	18	\$6250	\$11,000	\$28,750	11	6	2
Bachelors	8	7	\$5000	\$5000	\$7500	6	1	1
Graduate	11	11	\$16,000	\$25,000	\$40,000	5	5	1
Relocation Package	16	9	\$5500	\$10,000	\$15,000	11	3	2
Bachelors	6	3	NA	NA	NA	4	1	1
Graduate	10	6	\$10,000	\$12,500	\$22,500	7	2	1
Annualized bonus target	15	14	6.7%	10.0%	15.0%	14	0	1
Bachelors	5	4	5.0%	5.8%	7.5%	5	0	0
Graduate	10	10	10.0%	15.0%	18.8%	9	0	1
Equity grant	2	2	NA	NA	NA	2	0	0
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	2	2	NA	NA	NA	2	0	0
Other	3							

Notes:

- "Offering" represents the number of respondents who offer the compensation element.
- "Reporting" represents the number of respondents providing numerical data for the compensation element.
- Compensation figures provided only where a minimum of four responses were collected.
- "NR" indicates respondents who offer the compensation element, but have not indicated whether the element is fixed or negotiable.

Compensation Data

Why might there be variance in STARTING compensation between associates in your development program? (Check all that apply) (N=26)



Because multiple answers per participant are possible, the total percentage may exceed 100%.

Other:

- Additional relocation allowances may be accommodated, early signing bonus.
- Everything is standard with our MBA offers except we will negotiate a sign-on bonus if needed to close the candidate

Compensation Data

Which of the following components are offered as part of the total compensation package for associates **DURING** your development program?

	Offering	Reporting	25th %ile	Median	75th %ile	Fixed	Negotiable	NR
Merit increase	18	14	2.5%	3.0%	3.0%	4	14	0
Bachelors	9	7	2.3%	2.5%	3.0%	2	7	0
Graduate	9	7	2.8%	3.0%	3.0%	2	7	0
Cost of living adjustment	1	0	NA	NA	NA	1	0	0
Bachelors	1	0	NA	NA	NA	1	0	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Individual target bonus	14	9	9.0%	10.0%	15.0%	6	8	0
Bachelors	4	2	NA	NA	NA	3	1	0
Graduate	10	7	9.5%	10.0%	17.5%	3	7	0
Team target bonus	2	0	NA	NA	NA	0	2	0
Bachelors	1	0	NA	NA	NA	0	1	0
Graduate	1	0	NA	NA	NA	0	1	0
Profit sharing bonus	1	1	NA	NA	NA	1	0	0
Bachelors	1	1	NA	NA	NA	1	0	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Spot bonus	0	0	NA	NA	NA	NA	NA	NA
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	0	0	NA	NA	NA	NA	NA	NA
Retention bonus	2	0	NA	NA	NA	1	0	1
Bachelors	1	0	NA	NA	NA	0	0	1
Graduate	1	0	NA	NA	NA	1	0	0
Equity grant	3	1	NA	NA	NA	1	2	0
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	3	1	NA	NA	NA	1	2	0
In-program relocation	8	3	NA	NA	NA	4	3	1
Bachelors	2	0	NA	NA	NA	2	0	0
Graduate	6	3	NA	NA	NA	2	3	1
Other	0							

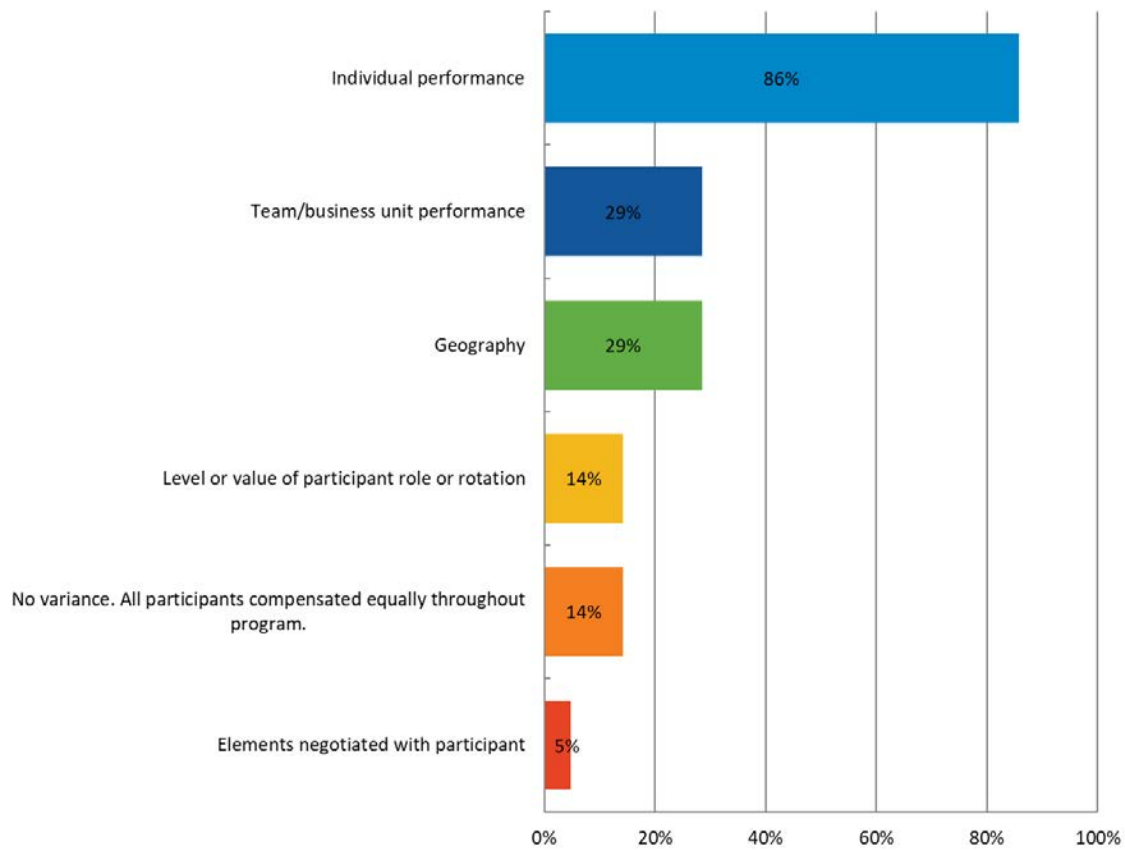
Compensation Data

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- Compensation figures provided only where a minimum of four responses were collected.
- "NR" indicates respondents who offer the compensation element, but have not indicated whether the element is fixed or variable.

Compensation Data

Overall, why might there be variance in IN-PROGRAM compensation between associates in your development program? (Check all that apply) (N=21)



Because multiple answers per participant are possible, the total percentage may exceed 100%.



Compensation Data

Which of the following components are offered as part of the total compensation that associates receive **UPON COMPLETION** of your development program?

	Offering	Reporting	25th %ile	Median	75th %ile	Fixed	Negotiable	NR
Salary	19	15	\$70,000	\$80,000	\$145,000	0	18	1
Bachelors	10	8	\$69,075	\$70,000	\$74,750	0	9	1
Graduate	9	7	\$137,500	\$150,000	\$152,500	0	9	0
Individual target bonus	7	4	\$10,725	\$14,250	\$16,675	1	5	1
Bachelors	3	1	NA	NA	NA	1	1	1
Graduate	4	3	NA	NA	NA	0	4	0
Team target bonus	2	0	NA	NA	NA	0	2	0
Bachelors	1	0	NA	NA	NA	0	1	0
Graduate	1	0	NA	NA	NA	0	1	0
Profit sharing bonus	1	0	NA	NA	NA	1	0	0
Bachelors	1	0	NA	NA	NA	1	0	0
Graduate	0	0	NA	NA	NA	NA	NA	NA
Retention bonus	2	1	NA	NA	NA	0	1	1
Bachelors	1	0	NA	NA	NA	0	0	1
Graduate	1	1	NA	NA	NA	0	1	0
Equity grant	2	0	NA	NA	NA	0	2	0
Bachelors	0	0	NA	NA	NA	NA	NA	NA
Graduate	2	0	NA	NA	NA	0	2	0
Relocation package	6	1	NA	NA	NA	0	3	3
Bachelors	4	1	NA	NA	NA	0	1	3
Graduate	2	0	NA	NA	NA	0	2	0
Other	3							

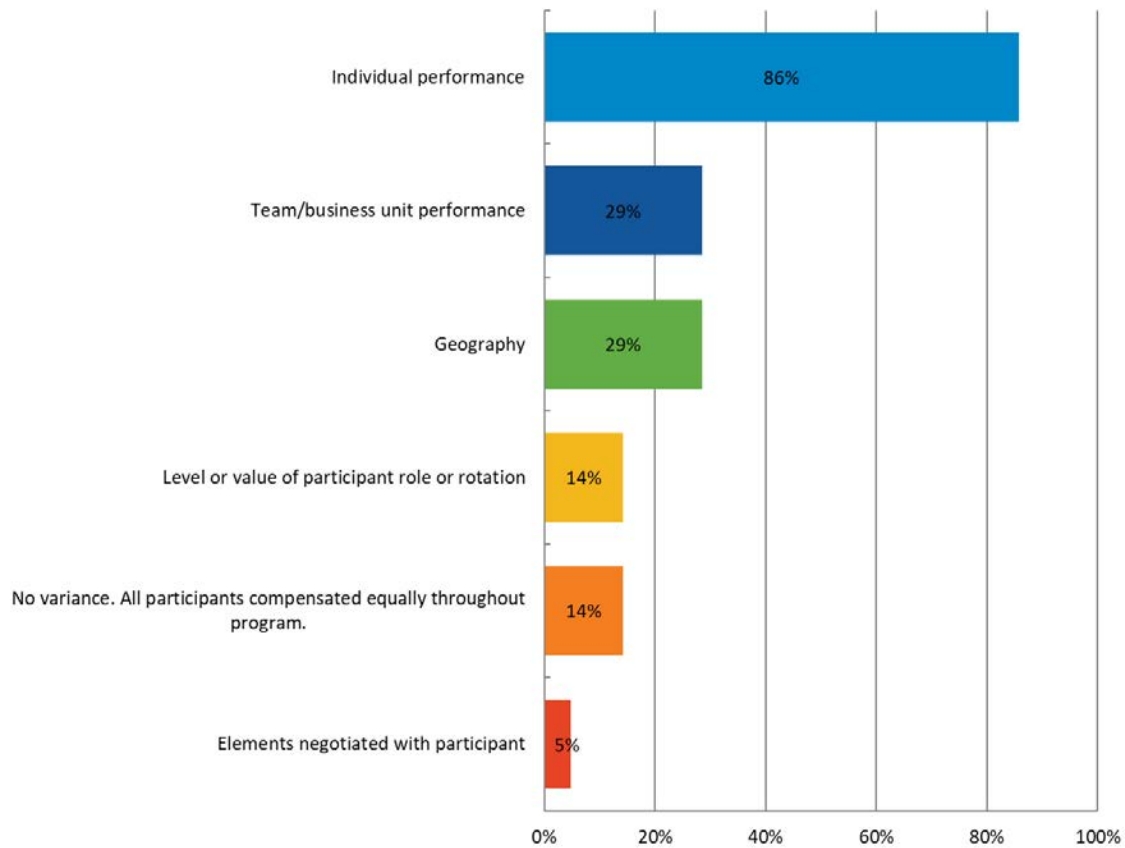
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- Compensation figures provided only where a minimum of four responses were collected.
- "NR" indicates respondents who offer the compensation element, but have not indicated whether the element is fixed or variable.



Compensation Data

Why might there be variance in compensation among graduates of your development program? (Check all that apply) (N=21)



Because multiple answers per participant are possible, the total percentage may exceed 100%.



LDP SURVEY [LDPsurvey.com](https://ldpsurvey.com)

The 2022 Survey of Practices for Early Career Development Programs: Fourth Edition ("LDP Survey") is an assessment of how organizations build, manage and evaluate their talent development programs. The survey has been run since 2015, and offers organizations an opportunity to benchmark their practices, compensation levels and retention rates against peers. Custom reports and additional data analysis services are available. Contact Dan.Beaudry@LDPconnect.com for more information.

LDP CONNECT ldpconnect.com

LDP Connect is a membership organization serving the community of professionals who manage, lead or support structured development programs for early career talent. We provide research, events, tools and support to several hundred professionals from the world's marquis employers. Since 2012, LDP Connect has hosted the annual LDP Summit® – a best practices conference featuring case studies of innovations, group brainstorming sessions, bench-marking data on program practices, and networking & idea sharing. For more information on joining the community, visit www.LDPconnect.com.

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R.J. Wronski Associates Inc. is an award-winning learning and leadership development organization with global reach. We are the trusted partner for organizations that take a strategic approach to their talent development. We offer extensive experience in the creation and implementation of both early career and experienced pipeline programs that attract, develop and retain high potential employees. We distinguish ourselves through engaging design, exceptional service and an unparalleled commitment to exceeding expectations with each solution we deliver. For more information, contact Steve.Wronski@wronskitraining.com.