



**Learn Today. Lead Tomorrow.**

"In my first 2 years in Dell's FDP, I had the chance to work in multiple Finance departments, learning a lot about Corporate Finance from the different teams and the FDP classes. I have also had the opportunity to develop my soft skills through various different initiatives. The culmination of my experience will definitely be my 1 year assignment in Singapore!"

— Slovakia FDP

"The Financial Development Program is our primary, entry-level pipeline for Finance leadership talent. Our leadership team is 100% committed to a world-class program, with top talent from around the world...and we are making a significant commitment in the development of this group. I fully expect Dell's future Finance leadership to be FDP graduates!"

— Brian Gladden, Dell CFO



The power to do more



### Are you an ideal candidate?


Dell is looking for individuals who are:

- Driven, self-starting undergraduates
- Minimum cumulative GPA of 3.4, Honors 2.1 or equivalent
- Business internship experience
- Global experiences
- Extra-curricular activities
- Demonstrated leadership initiative
- Effective communication skills

Dell prefers to hire FDPs that have previous Dell Intern experience.

### Participants gain:

- Multiple job experiences and extensive professional career development
- Breadth of understanding and knowledge of Dell and Dell Finance
- A global network of Dell professionals
- Exposure to executive management
- Enhanced communication and presentation skills
- Priority setting skills as an effective professional
- A wide breadth of career experiences in a short period of time
- Opportunities to demonstrate and build leadership capabilities

Questions? Contact us at: [Dell\\_FDP@Dell.com](mailto:Dell_FDP@Dell.com) 



# Finance Development Program



**Learn Today. Lead Tomorrow.**

Dell's two-year Finance Development Program (FDP) gives entry-level undergraduates an opportunity to launch their Finance careers.

The program consists of four different six-month global finance rotational assignments and a significant academic focus to build solid finance and business skills.

### The Accelerated Development program includes:

- MBA-type finance and business coursework and case studies
- Exams to ensure knowledge retention
- Networking and exposure to executive leadership
- Pairing with seasoned mentors
- Development sessions and workshops
- Robust performance feedback and career development planning

### MBA-type curriculum:

Structured curriculum with subject matter experts is delivered in classroom and virtual settings, regional forums, and case study assignments with a different finance concentration each semester. Program faculty and mentors are members of Dell's Finance leadership. Technical training as well as soft skills training are offered in the curriculum.

#### Semester 1:

Finance/Accounting Foundations; Time Management/Prioritization; Business Communications; Executive Presentations

#### Semester 2:

Advanced Finance/Accounting Business Concepts; Controllership; Influencing Skills

#### Semester 3:

Advanced Financial Planning & Analysis, Financial Statements, External Reporting; Virtual Teaming; Global Skills

#### Semester 4:

Business Strategy Concepts; Audit Engagement Simulation; Critical Thinking Skills; Change Leadership



"In my first 2 years in Dell's FDP, I was given an international opportunity to live and work in Malaysia. Through this, I was able to enhance my global skills."

— China FDP

"In my first 2 years in Dell's FDP, one of my projects was presented to the CFO and the Board of Directors. I also was able to spend a year working in China!"

— US FDP

### Expected career path:

Based on performance, skill sets, and individual career aspirations, FDP graduates will be promoted and have several options for careers in Dell Finance, including positions in Global Audit and across the Global Finance organization.

### International opportunities:

Program participants may earn the opportunity to work in a rotation in one of Dell's global regions including Asia, Europe, North America, South America and the Middle East. Assignments will be based on individual performance and business needs of Dell Finance. These assignments are extremely competitive.