



ESMT  
BERLIN



# FULL-TIME MBA

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UNLOCK THE NEXT STAGE  
OF YOUR CAREER

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**From the heart  
of Europe  
we create  
and impart  
new knowledge  
to advance  
business  
and society.  
We develop  
entrepreneurial  
leaders  
who think  
globally and act  
responsibly.**





**Dear future ESMT Berlin MBA student,**

**As the Faculty Lead for the ESMT Full-time MBA program, I am responsible for assuring that the program adheres to the highest academic standards. Through constant evaluation and improvement, we've created an MBA program that delivers a world-class learning experience where you can discover new knowledge, master your management skills and nurture your leadership potential.**

But there's more. You will be part of a program that builds on academic excellence by adding a variety of customizable, practical components including elective courses, internships, entrepreneurship and consulting projects, and international exchange options.

This means you have control of your MBA experience, so you can develop the skills and experiences you need to secure your dream job.

I will be very glad to welcome you as a member of the next Full-time MBA class and the broader ESMT Berlin community.

Warm regards,



**Prof. Michał Grajek**  
Faculty Lead, Full-time MBA Program

**WELCOME -  
WILLKOMMEN**



# KEY FACTS



## TOP-RANKED

Ranked #1 for sustainability in Germany, #2 for entrepreneurship globally



## MBA DEGREE

Triple accredited globally-recognized



## FORMAT

Full-time, 15-month program



## LANGUAGE

English



## BERLIN

Germany's political and cultural capital and one of Europe's biggest startup hubs.



## PROGRAM TRACKS

Innovation and Entrepreneurship  
Managerial Analytics



## SUMMER OPTIONS

Internship  
Social Impact Challenge  
Summer Language School



**Nabututu Wasike,**  
Full-time MBA alumna

I needed my experience at business school to be an intimate one, to network and learn from my colleagues. This felt particularly important coming from a non-traditional background without the hardcore financial or business background others had. I have been blown away by this one-year experience. The MBA class is small enough, just like I had hoped, allowing for more personal attention from the professors and even more so, from classmates. Plus, who doesn't love Berlin?



**Roberto Andrade**  
Full-time MBA alumnus

I wanted a challenging MBA program to accelerate my soft skills and focus on business strategy. I can say that the ESMT program exceeded my expectations. My experience during the full-time MBA in Berlin changed my life by presenting multiple opportunities in Europe and giving me a strong and diverse network. Spectacular city, stunning campus, amazing friends, excellent program, and a bounty of opportunities for the future: that's ESMT Berlin for me!

# YOU ARE IN THE DRIVING SEAT



**The ESMT Berlin Full-time MBA offers numerous ways to combine program content so you can focus on the topics, perspectives and skill sets that will help you reach your career goals.**

Over 15 months, the program will lead you through a mixture of core competencies and specializations selected by you. Whether you aspire to lead a global corporation, want to innovate and disrupt in the startup ecosystem or work at a Mittelstand in the heart of Germany's economy, you can tailor the program to meet your needs.

The springboard to flexibility happens once you have established your management foundation at the start of the program. Then you can choose from two specialization tracks, select your summer option and tailor the program even more with electives.

The ESMT MBA is a great way to accelerate or change your international career path.

## YOUR LEARNING EXPERIENCE

The Full-time MBA program offers a combination of academic theory and practical application with opportunities to get out of the classroom and learn in real-life business environments, discuss and share insights with your classmates, and experiment with your leadership style.

The small class size ensures that you can constantly reflect on your experience, receive constructive feedback, and benefit from the diverse experiences of your peers.

Running alongside the program, you will have multiple opportunities to start working on your future career. A structured career curriculum helps you build your professional network, secure relevant internships or company visits, and provides assistance on your CV and personal branding.

## ESTABLISH A FOUNDATION

The program begins with a foundational module that runs from January to May. It is designed to give you an integrated understanding of key business functions and establish the fundamentals of management. This is also where you will identify your personal leadership style, which you will continue to develop over the course of the program.

## DIFFERENTIATION

The program tracks are where you begin to shape your program. Choose between Innovation and Entrepreneurship, and Managerial Analytics. In each track, you will build on your understanding of management fundamentals and grow beyond basic management theory. The objective at this stage is for you to develop an ability to make a difference.

2 tracks to choose from:



**Innovation and  
Entrepreneurship**



**Managerial  
Analytics**



## Interested in entrepreneurship or corporate innovation?



### **The Innovation and Entrepreneurship track will be the start of your journey.**

Get hands-on experience from within Berlin's thriving entrepreneurial ecosystem and learn how to implement innovations and build a fledgling enterprise from the ground-up. Courses in this track teach you about value generation, the human factor in innovation and how to value and financially structure your enterprise for the best long-term benefits. Play an active role in the ESMT Entrepreneurship Club, build your network and increase your exposure to Berlin's diverse startup environment, including our own entrepreneurship hub, [Vali Berlin](#).

- During the summer term, apply entrepreneurship principles to solve a social or industrial challenge.
- Choose electives such as Entrepreneurial strategy; Design thinking; and Doing business sustainably.
- Use the capstone project to build out your business or expansion plans.
- After graduation, join the incubator program offered by our partner [Vali Berlin](#).

## Aspire to leadership in a global business?



### **Choose the Managerial Analytics track.**

Gain the skills to understand and navigate complex data sets, so that you can manage analysts and make effective data-driven decisions. Applying state-of-the-art techniques, courses will give you a broad understanding of statistical methods, computational tools, and predictive models.

- In the summer term, complete an internship anywhere in the world.
- Choose courses like Quantitative Methods in Marketing; Agile Leadership; and Project Management.
- Take advantage of the career services support throughout the year to visit companies at their headquarters and meet them on campus.
- For your capstone project, work as a consultant for an established company and get first-hand experience of the challenges and opportunities involved in solving the issues of another company.



**FULL-TIME MBA  
CURRICULUM  
AND TIMELINE**



January  
-  
June

## 1. Build your foundation

Curriculum and course availability are subject to change at any time.  
Visit our [website](#) website for the latest updates.

### Establishing the foundation

- Intro to General Management
- Global Virtual Teams
- Presentation Skills
- Structure Thinking
- Inclusive Leadership
- Building High-performance Teams
- German evening class (optional; A1 or A2 level)

### Develop a holistic perspective

- Competitive Strategy
- From Analytics to AI
- Evidence-based Management
- Financial Accounting
- Finance
- Intro to Economic Thinking
- Management Accounting
- Managerial Analysis and Decision Making
- Marketing Management
- Organizational Behaviour
- Operations and Supply Chain

June  
-  
August

## 2. Select your summer option

**Social Impact Challenge**

**Summer Internship**

**Summer Language School (A2, B1)**

September  
-  
December

## 3. Choose your specialization track and elective courses

### Managerial Analytics

- Customer Analytics
- Advanced Decision modelling
- Machine Learning

### Innovation and Entrepreneurship

- Human Factor of Innovation
- Creating and capturing value from new products
- Entrepreneurial Finance & Valuation

### Electives at ESMT

Choose from a suite of optional electives focused on various themes:

- Sustainability
- Digital transformation
- Industry 4.0

- Entrepreneurship
- Leadership and Personal Mastery
- Business German (B1+; not for credit)
- Strategy
- ... and more!

### Exchange options

- Study for a [full semester exchange](#) at one of our global partner schools
- OR -
- do a 1-week international exchange at a GNAM partner school

January  
-  
March

## 5. Complete your capstone consulting project

Will run throughout the program:

**Leadership skills development:** Leading through networks · Leadership under pressure · Negotiating leadership challenges · Responsible and ethical leadership

**Careers services:** Career plan development · Personal branding · One-on-one meetings with career coaches · Storytelling · Company visits throughout Germany · Interview skills workshop with corporate HR representatives · Case interview preparation · On-campus recruitment activities · Consulting in international teams · Interviews and career development

April

## 6. Graduation

### Post-program options

Continue your journey with these post-program options:

- Become a **Responsible Leadership Fellow** and complete a **social impact project**.
- Access the Berlin ecosystem with the **Vali Summer Entrepreneurship Program**.



# TAILORING THE PROGRAM TO YOUR NEEDS

## SUMMER TERM

Choose one of the three summer options to support your personal and professional development.

Budding entrepreneurs and innovators can team up to take on a **Social Impact Project**. It offers participants an opportunity to act as an economic or management consultant for an organization with specific social impact objectives.

If you have always wondered what it would be like to work in a particular industry or function, you can find out in a **summer internship**. Gain valuable hands-on experience and put what you've learned to the test in a real-life business environment at a company in Germany or abroad.

If you aspire to build a career in Germany, German language skills are advised. Take your A2 or B1 German skills to the next level in the six-week intensive **summer language school**.

## PERSONALIZATION

The winter term offers more opportunities to focus on experiences relevant to your desired career.

You can choose electives that cover a range of topics from digital transformation, sustainability, entrepreneurship, leadership, business German, and more.

You will also have the opportunity to join a one-week exchange at one of many Global Network for Advanced Management member schools or take part in a whole semester exchange at one of ESMT's partner schools.

## CAPSTONE PROJECT

The capstone project is where you get to see how far you have come by applying what you have learned to a real-life business situation. Working in teams, this consulting project is not only a great learning experience but you can use it to diversify your skills portfolio should you choose to work in a different industry or function.

However, if you've always wanted to be your own

boss, you can use the capstone to work on your business or expansion plans with the aid of ESMT's expert faculty.

## GRADUATION

Graduates of ESMT Berlin automatically qualify for an 18-month work visa in Germany, for which no employer support is needed. Graduate from the program and jump straight into your career.

## YOUR JOURNEY DOES NOT STOP AT GRADUATION

The Full-time MBA from ESMT Berlin is an intense 15-month experience but one that will leave you ready to seize your future and thrive in the next stages of your career. As a graduate, you will join our international alumni network of international business professionals representing numerous industries and sectors around the world.

But your journey doesn't need to stop there. MBA graduates can take part in one of these exciting post-study options:

- **Take up a Responsible Leaders Fellowship**  
Spend up to six months completing a social impact project. Not only will ESMT cover your travel expenses and pay you a stipend, but your status as a student will be extended, meaning you can make a difference before your 18-month work visa starts.
- **Join Vali Berlin, our entrepreneurship hub**  
Entrepreneurs can get support for their fledgling or established company and plug into the heart of Berlin's tech ecosystem.



# CAREER DEVELOPMENT

Running in parallel to your formal learning experience is a structured career curriculum designed to help you identify, explore, and connect with your post-MBA future.

**The Career Development Center is here to help you take the next step.**



**DEFINE** your next career step by learning about yourself – your values, interests, aspirations, passions, and (transferrable) skills. Throughout the MBA program, you will work individually with your coach and the Career Development Center team. They will give you professional feedback and advice on how to achieve your goals and transition into your next career opportunity.



**EXPLORE** the official and hidden job market through networking, company visits, job fairs, expert talks, and more. The team arranges company visits in Berlin and Munich – the two favourite cities for ESMT graduates – and also brings employers to campus. On-campus events include networking events, expert and alumni talks, and the annual career fair.



**MATCH** your aspirations with the market and land your dream job. With the assistance of internal and external teachers, coaches, speakers, and online tools; polish your interview skills; enhance your storytelling abilities; prepare your application strategy and make the career change you want.

# FTMBA CAREER STATS

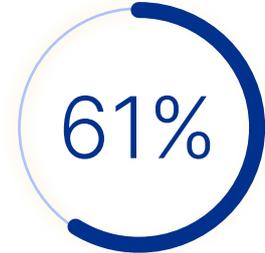
## GRADUATES WORKING IN GERMANY



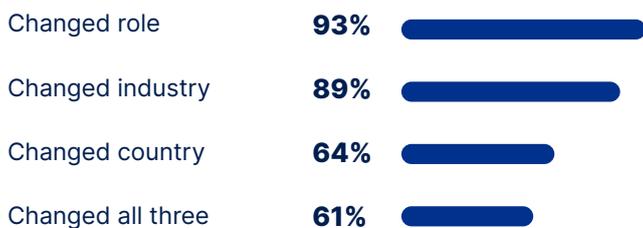
## AVERAGE STARTING SALARY (INCLUDING BONUS)



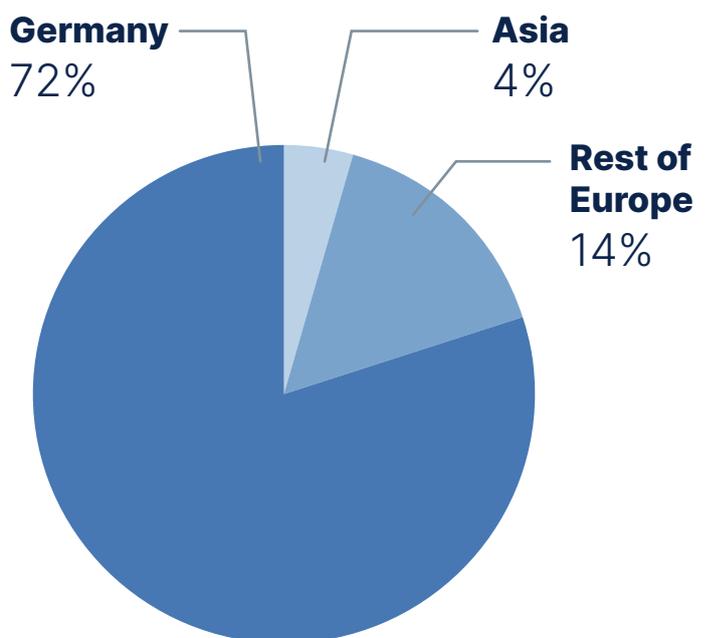
## CHANGED INDUSTRY, ROLE, AND LOCATION



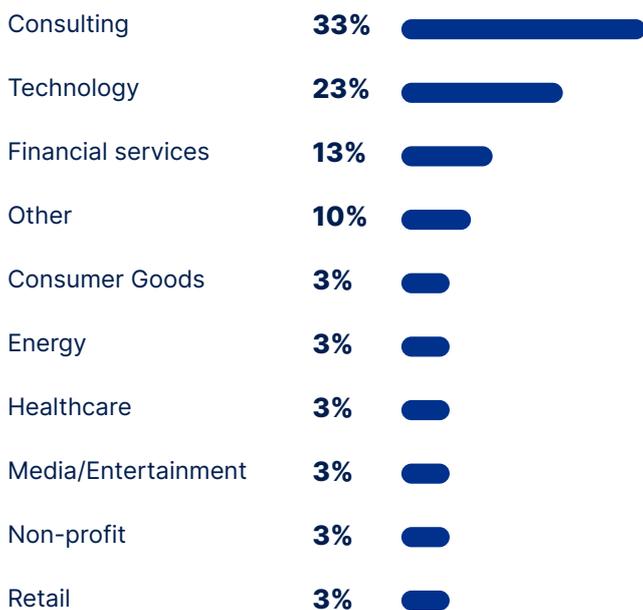
### CAREER TRANSITIONS: THE 2023 GRADUATING CLASS



### JOB LOCATION AFTER GRADUATION



### GRADUATES ACCEPTED POSITION IN THE FOLLOWING INDUSTRIES:



The career curriculum will help you make the transition you want. Gain essential skills to navigate a changing labor market and use them to hone in on your future career.

The Career Development Center team is here to support, advise, and guide you as you explore your future after the MBA.

[Full-time MBA careers](#)





# APPLICATION AND ADMISSION

The application process is designed to help us **learn about each other**. You want a program that will accelerate your career and open up new opportunities. We want a diverse group of professionals who share our values, want to be part of our mission to develop responsible leaders, and who will thrive academically, personally, and professionally in the MBA program.

ESMT offers a variety of **scholarships** to support your studies - check out our [scholarships page](#). We offer two types of scholarships that can be combined: merit-based scholarships you apply for, and automatically-awarded scholarships based on your profile and application round (test score, German language skills of non-Germans, and early application). You apply for scholarships in your program application, and awards are communicated in your program offer.

## APPLY TO ESMT IF YOU ARE

- Ready to seize your future and accelerate your career in Europe or beyond
- Aligned with our values of community, curiosity, courage, and rigor
- Excited to join an MBA program where you can tailor your academic journey to meet your needs
- Committed to your learning and development, and are ready to support others in theirs

## TO APPLY YOU WILL NEED

An up-to-date CV showing

- At least three years of postgraduate professional experience
- At least two professional recommendations
- Transcripts of your undergraduate degree detailing courses and grades
- A valid BAT (ESMT admission test), GMAT or GRE score
- €50 application fee

If you plan to apply for any scholarships, You will need to submit additional essays as part of your MBA application.

A full list of scholarships and the essays required can be found on our website.

Typical essay's questions:

- Describe your specific career aspirations and your reason for pursuing an MBA at ESMT Berlin.
- Failures are rich learning opportunities and help us to grow. Tell us about a setback in your life (personal, academic, or professional), your reaction to the setback, and how it changed you.
- You can invite one guest for dinner, be they living, dead, fictional, or other. Who would you invite and why?
- Optional: Is there any other information, not covered in the application, that you would like us to know about you?

## APPLICATION ROUNDS AND DEADLINES

There are six application rounds for the program starting in January. Early application is strongly encouraged.

Check out the [dedicated page](#) on our website for the updated deadlines.

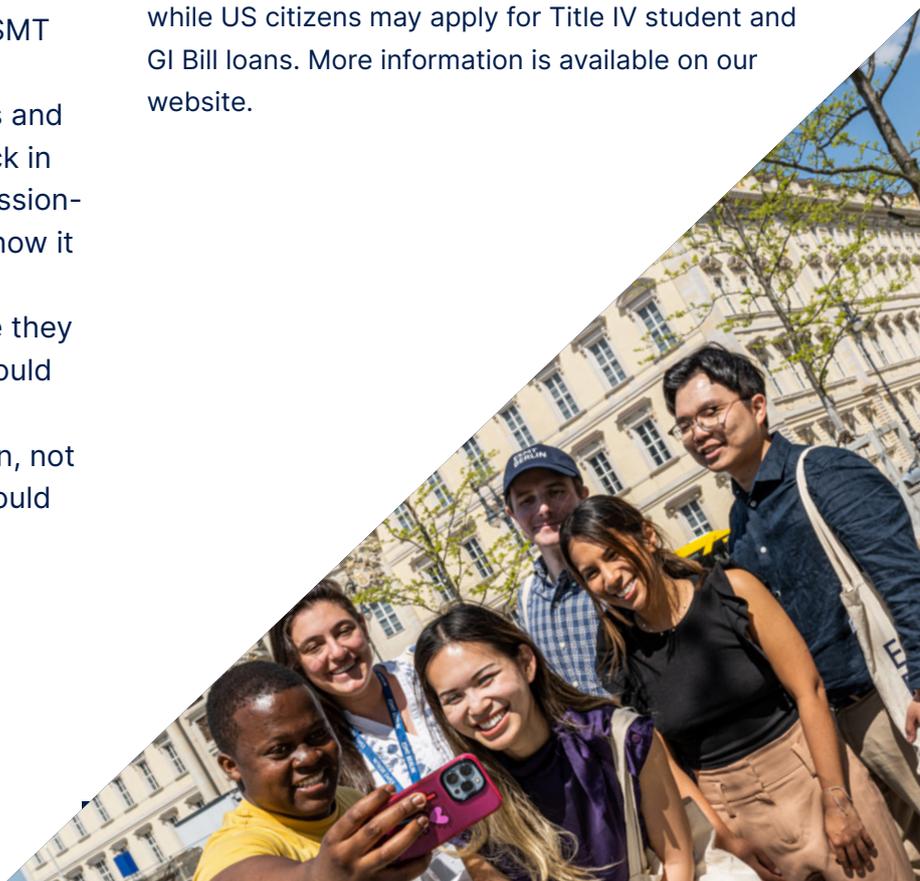
## TUITION AND FEES

€ 49,500

## FINANCING AND SCHOLARSHIPS

ESMT Berlin's MBA is an excellent investment in your future. Rated highly by the Financial Times for value for money, graduates typically recoup the tuition fee after 14 months. Tuition and fees for the full-time MBA are €49,500. Most students fund their studies with a mix of personal funds, loans, and scholarships. Unlimited scholarships are available based on early application, GMAT or GRE scores, and German language skills (non-native speakers only). These can be combined with one other merit-based scholarship – check out the list of scholarships available on our website.

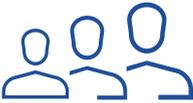
ESMT works with multiple providers to make it easier for you to finance your degree. These include Prodigy Finance, Brain Capital, and Juno. Special funding options are available for nationals of other countries while US citizens may apply for Title IV student and GI Bill loans. More information is available on our website.



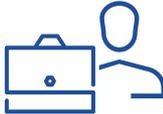
# FTMBA CLASS PROFILE

Class of 2025

Average age

30 

Average work experience (year)

6 

Unique nationalities

19 

Women



International



Regions represented



Asia  
50%



Europe  
25%



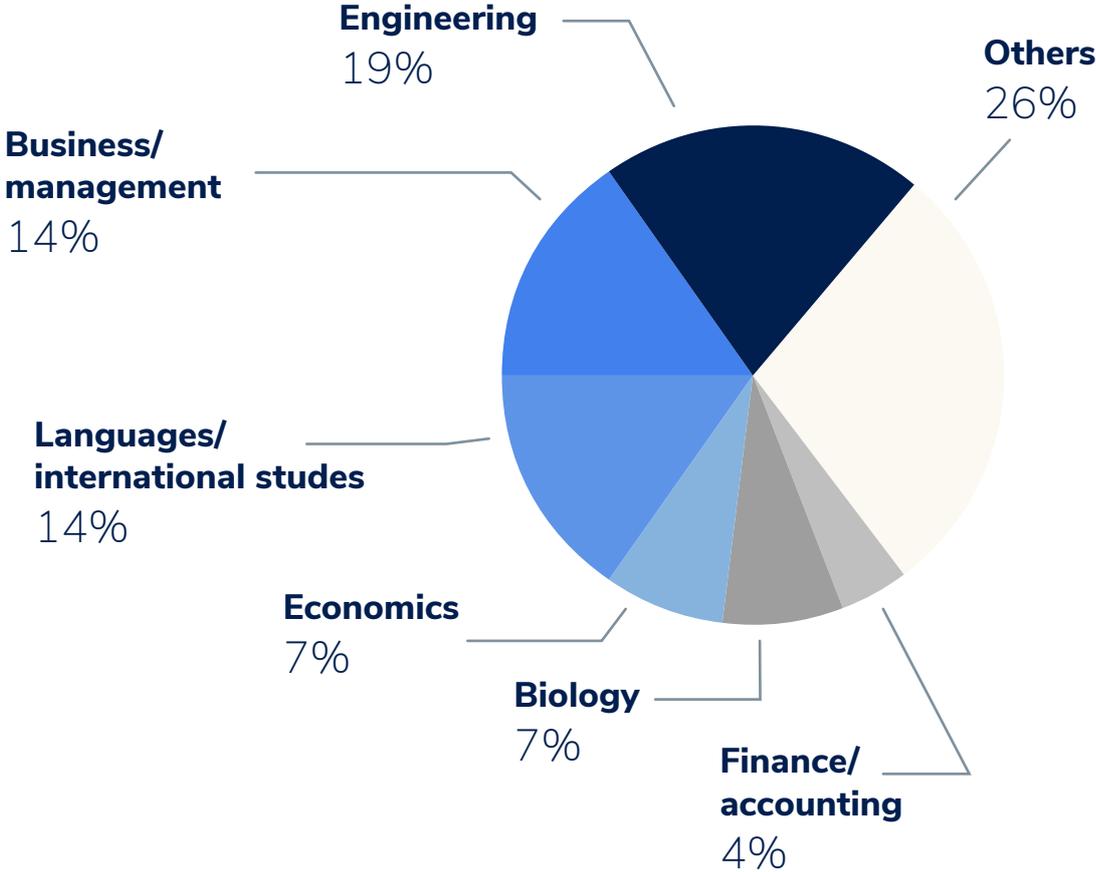
Americas  
23%



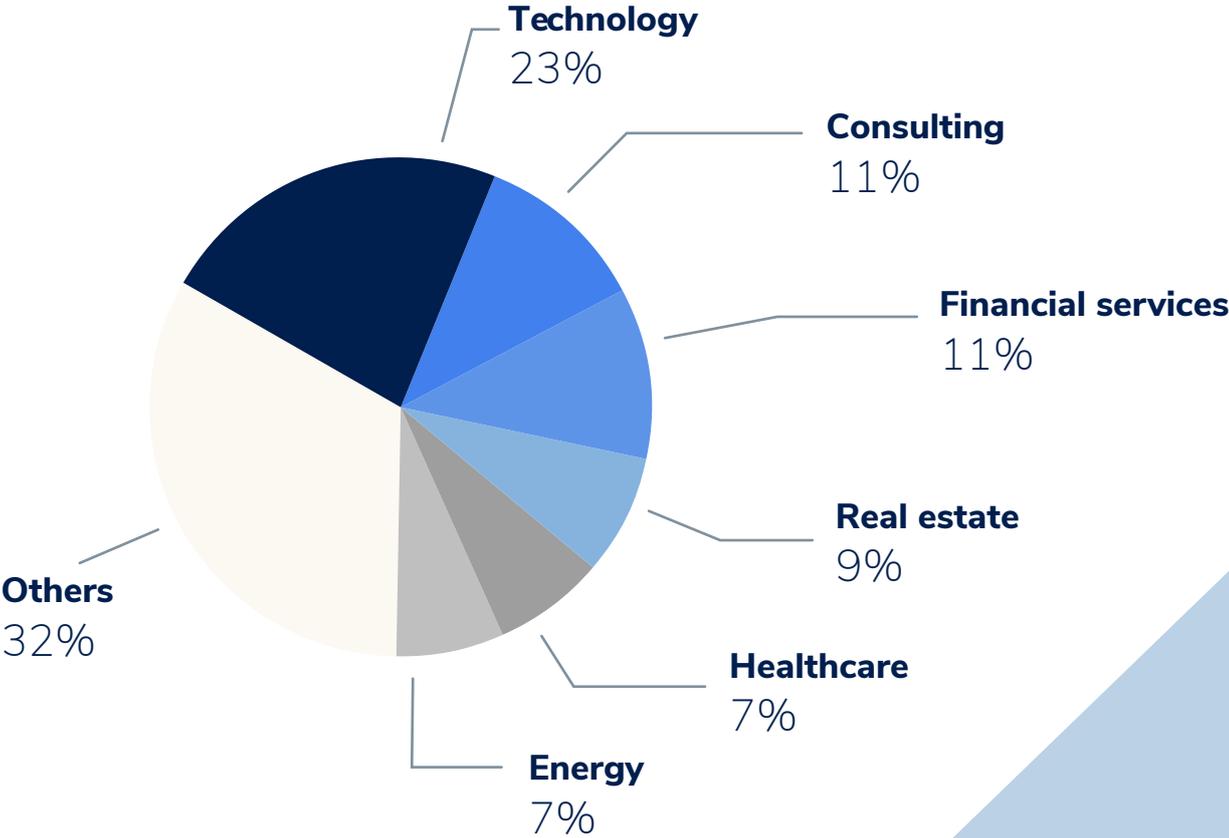
Middle East/Africa  
7%



# Previous Studies



# Previous Industry experience in



Join us:



**ESMT Berlin is ranked as the best business school in Germany and in the top 10 in Europe.**

Founded by 25 leading global companies, ESMT offers master's, MBA, and PhD programs, as well as executive education on its campus in Berlin, in locations around the world, online, and in a blended format of online and on-location.

Focusing on leadership, innovation, and analytics, its diverse faculty publishes outstanding research in top academic journals. The international business school provides an interdisciplinary platform for discussion of politics, business, and academia.

ESMT is a non-profit private institution of higher education, accredited by AACSB, AMBA, EQUIS, and Wissenschaftsrat, and is committed to diversity, equity, and inclusion across all its activities and communities.

[esmt.berlin](http://esmt.berlin)



**Founders and benefactors:**

