



THE  
**BUSINESS CAREER CENTRE**  
MBA Placement  
Annual Report

**CLASS OF  
2009**

RANKED #1 outside the U.S. BY **BusinessWeek**  
NOVEMBER 2008

 **Queen's**  
SCHOOL OF BUSINESS  
ACADEMIC EXCELLENCE. EXCEPTIONAL EXPERIENCE.



## MESSAGE FROM THE DIRECTOR

On behalf of The Business Career Centre team at the Queen's School of Business, I am pleased to present our Annual Full-time MBA Placement Report for the Class of 2009. This report has been created as a resource for prospective students, recruiters and alumni alike. It provides an excellent overview of our most recent graduating class and the career paths they have embarked upon.

The Queen's Full-time MBA is an outstanding program, with stringent admission standards and a reputation for producing exceptional graduates. Since 2004, the program has ranked #1 outside the U.S. by *Business Week*, in a survey that measures graduate's satisfaction with the program and recruiters' satisfaction with our graduates. Graduates of our program find exciting jobs with top organizations across Canada and, increasingly, around the world.

Our corporate partners tell us that the quality of our students is unsurpassed. We feel privileged to work with this "talent" while they are in the program. Despite a weakened economy, we are pleased to report that our graduates have once again secured excellent employment opportunities.

The Business Career Centre at the Queen's School of Business has developed a program called Career-Step® exclusively for our Full-time MBA students. Career-Step® is a six step developmental program that guides our students through purposeful personal and career exploration and then leads, ultimately to securing a position in their chosen field.

**Brian Marchant**

Director, Business Career Centre  
Queen's School of Business

## THE PROGRAM

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Queen's Full-time MBA is an incomparable, transformational learning experience. By taking advantage of our unique coaching culture, students learn how to identify and build on their personal strengths to become exceptional leaders, valuable team members and highly effective managers.

### **A Global Perspective**

Queen's MBA offers a truly global perspective. Typically, between 40 and 50% of the class comes from outside Canada. In the past four years, we have welcomed students from more than 30 countries. This brings a level of diversity to the learning and networking environment that enriches the MBA experience. In addition, Queen's offers the opportunity for an international exchange with one of 15 prestigious business schools around the world.

### **Personal Coaching**

Queen's MBA students complete a variety of sophisticated personal assessments throughout the program. They then work throughout the year with both a Personal Development Coach and a Career Coach to help them build on and fully leverage their strengths.

### **The Power of Teams**

Our unique, team-based approach develops managers who understand the power of teams. They are assigned to a team for the core of the program and, with the guidance of a professional Team Performance Coach, learn the keys to successful team building and teamwork. Team projects provide ample opportunities for developing leadership and team skills.



## CLASS OF 2009

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The Queen's Full-time MBA class of 2009 was, again, an outstanding group of graduates, reflecting the rigorous admission standards and exceptional quality of the program. On average, students entered the program with 4.5 years of work experience in a variety of industries. The class included students with undergraduate degrees in Arts, Sciences, Engineering, Technology, Law and others. Approximately 11% also had advanced degrees.

As our international reputation has grown, so too has the international make-up of the class. Last year 51% of the class were international students, with 10 countries represented. In fact, over the past four years, we have welcomed students from 35 countries.

### International make-up of the Class (over past four years)

Queen's MBA offers a truly global perspective. Typically, between 40 and 50% of the class comes from outside Canada. In the past four years, we have welcomed students from the following countries.

Australia	Guyana	New Zealand	Sierra Leone
Bahrain	India	Nigeria	South Korea
Belgium	Israel	Pakistan	Spain
Brazil	Italy	Peru	Syria
Canada	Iran	Portugal	Trinidad and Tobago
China	Jordan	Russia	United Arab Emirates
Czech Republic	Kazakhstan	Romania	UK
France	Lebanon	Saudi Arabia	USA
Germany	Mexico	Seychelles	



## CAREER AND STUDENT SUPPORT

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During the program, students have access to an unrivaled personal support team that includes:

- A **Personal Development Coach** who will work with the student to help discover and develop their areas of strength and to improve their areas of weakness.
- A **Career Coach** who will provide one-on-one assistance in their job search.
- A **Team Performance Coach** who will work with the student team to ensure that they are operating in a productive, efficient and effective manner.
- An **Academic Advisor** who will work with the student to select the most appropriate curriculum.
- A **Fitness Coach** who will work with the student to develop a personal lifestyle, diet and fitness regimen.

## WHAT TO EXPECT FROM A QUEEN'S MBA GRAD

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- The ability to approach issues and opportunities from an integrated, cross-functional perspective
- A solid grasp of business fundamentals
- Exceptional team and leadership skills
- An in-depth understanding of their personal strengths and how to capitalize on them
- Clearly defined career goals and aspirations

## RECRUITERS COMMENTS

"The reputation of Queen's School of Business speaks for itself. I believe the "Queen's MBA" continues to be one of the most innovative MBA programs in Canada because of the quality of experience and learning that graduates are able to bring to the consulting process."

**Gordon Shields**

Partner, Deloitte Consulting

"We are pleased with our recent success in hiring Queen's MBA grads to help us manage one of the largest and fastest-growing single-purpose pools of capital in the world. We see them as valuable contributors to our long term success!"

**Mark Wiseman**

Senior Vice President - Private Investments Canada Pension  
Plan Investment Board

"Queen's MBAs are valued leaders and team members at Lafarge. Their broad knowledge base, can-do attitude, and their effectiveness while working in teams, boost morale and drive tangible improvements. Their flexibility and willingness to adapt also make them key recruits for long-term retention within our organization."

**Shari Carlaw**, MASC, MBA, PEng

Plant Manager

Lafarge

## CAREER PROGRAMMING

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The Business Career Centre at the Queen's School of Business has developed an outstanding mix of services and coaching to ensure career success for our graduates. The Queen's Full-time MBA career program is based on our proprietary Career-Step® Program, a six step developmental program that guides our students through purposeful personal and career exploration and then leads, ultimately to securing a position in their chosen field.

Our Career-Step® Program includes a minimum of 10 days of career-based training, provided to the students at appropriate intervals during the program. Early in the program, our coaches work with students to help them refine their career goals and develop networking and interviewing skills. We teach professional approaches for independent job search as well as future career management.

## MAJOR CAREER PLANNING TOPICS INCLUDE:

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- Self assessment
- Employment Survival Skills
- Career Paths and Options
- Working with Alumni
- Resume Preparation
- Preparing for On Campus Recruiting
- Etiquette
- Independent Job Search
- Presentation Skills
- Working with Associations
- Industry Overviews
- Image Management
- Networking
- Special Interview Scenarios
- Salary Negotiations
- Workplace Successes

## KEY CAREER CENTRE FACTS:

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- Queen's MBA job postings have increased by more than 50% over the past 5 years.
- The Queen's MBA program attracts top recruiters.
- Queen's MBA graduates find jobs across Canada and around the world.
- Queen's School of Business provides the most comprehensive package of team, personal and career coaching and assistance available in Canada.
- Queen's School of Business also provides extensive support for graduates choosing to pursue entrepreneurial endeavors through the **Dare to Dream Internship Program**.

## PLACEMENT STATISTICS (CLASS OF 2009)

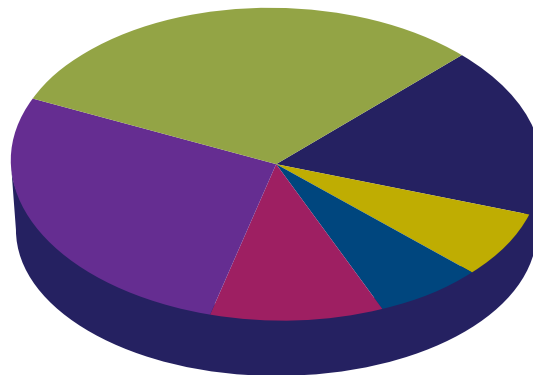
Percentage of students placed at 6 months after graduation	86%
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### PLACEMENT BY GEOGRAPHY

Placement in Canada	80%
Placement in the U.S.	10%
Placement outside of North America	10%

### EMPLOYMENT BY SECTOR

Finance	31.0
Technology	27.6
Management Consulting	10.3
Manufacturing	6.9
Consumer Products	6.9
Other	17.3



## SALARY INFORMATION

Average Salary, (plus average bonus and average other compensation), was \$89,711 for the class. This was broken down as follows:

	Base Salary	Signing Bonus*	Other Over Base**	Total
Average	\$67,272	\$9,245	\$13,194	\$89,711
Median	\$64,501	\$9,460	\$12,040	N/A
Top	\$120,402	\$17,200	\$25,800	N/A

### AVERAGE BASE SALARY BY SECTOR

Finance	\$67,585
Management Consulting	\$93,168
Technology	\$59,216

The following is a list of companies that have posted job opportunities for Queen's MBA students over the past three years.

3M Canada Limited	Chubb Insurance	H.J. Heinz Company of Canada Ltd.	Motorola Canada Limited	Scotiabank
A.T. Kearney Ltd.	CIBC	Harris Computer Systems	Mount Sinai Hospital	Sears Canada Inc.
Aastra Telecom	CIBC Commercial Banking	Harris Corporation	Mpathix Inc.	SECOR Consulting
Acceltron Partners Inc.	Cisco Systems	Hatch Consulting	National Bank Financial	SGPS Society of Graduate &
Accenture	Citigroup Corporate and Investment Bank	HCL Technologies	National Bank of Canada	Professional Students
ADP Canada	CN	Health Canada	National Energy Equipment	ShawCor Ltd.
AGF Management Limited	Cognos Inc.	Heart & Stroke Foundation of Canada	National Research Council Canada	Shell Canada
Agrium Inc.	Colgate-Palmolive Canada Inc.	Hewlett Associates	Natural Resources Canada	Shoppers Drug Mart
Air Canada Technical Services	Colt Worley Parsons	Hewlett-Packard Canada	Nelorus Inc.	Sierra Systems
Air Liquide	Community Experience Initiative	Honeywell	Newton Industrial Consultants	Sloan Valley Dairies
Alberta Municipal Affairs	COMPAS Research	HSBC Financial	Norsat International Inc.	South East Community Care Access Centre
Alliance Films	Computerized Portfolio Management	Human Resources and Skills	Northwater Capital Management Inc.	Sprott Securities
AltaGas	Services Inc.	Development Canada (HRSDC)	NRX Global Corp	St-Amour & Associates
Amdocs	Conroy Ross Partners Limited	Hyderabad International Airport	NWS Holdings	Standard Chartered Bank
American Express	Cormark Securities Inc.	Hydro One Networks Inc.	Office Depot Canada	Standard Life
AME Learning	Cornerstone Research	Hydroxyl Systems Inc.	Oliver Wyman	State Street
AMEC	Corporate Consultants	IBM Canada Ltd.	OnCorp Direct Inc.	Steelcase Canada Ltd.
American Express	County of Lennox and Addington	Imperial Oil Limited	Ontario Nurses' Association	Stratos Inc.
American International Group	Courtyard Group	Infosys Technologies Ltd.	Ontario Power Generation	Summit Energy Management
Amgen	CPP Investment Board	Integrus Real Estate	Ontario Teachers' Pension Plan Board	Sun Life Financial
Aon Consulting Inc.	Credit Suisse First Boston	Intel Corporation	OPSEU Pension Trust / Edward W Kelley	Suncor Energy Inc.
Apple Canada Inc	CRVD Inco	Intercom Ltd.	& Partners Inc.	SunEdison
Ascalade Technologies Inc.	CSC	Interward Asset Management Ltd.	Orco Property Group	Swift Trade Inc.
Assembly of First Nations	Day Advertising Inc.	Investment Management Firm	Orion Securities Inc.	Swire Properties Limited
ATB Financial	Defence Construction Canada	Investors Group Financial Services Inc.	Paladin Labs Inc.	Sykes Canada Corporation
Atlantic Packaging Products Ltd.	Dell	Invitrogen Corporation	Paradigm Management Solutions Inc.	SYMCOR Inc.
Atomic Energy of Canada Limited	Deloitte & Touche LLP	Iron Ore Company of Canada	Partnerships BC	Systemware Innovation Corporation
Auld & Company	Deloitte Consulting	Jeffrey Parker & Associates Inc.	Partriot Forge	Take Action Films Inc.
Bain & Company, Inc.	Deloro Stellite Inc.	Jet Direct	Passport Capital, LLC	TALENTING Corp.
Bank of Canada	Desjardins Securities	Johnson & Johnson	PCCW Limited	TD Bank Financial Group
Bayer Inc.	Deutsche Bank (Subsidiary of)	Jonas Software	Pepsi Bottling Group	TD Bank Financial Group
BC Hydro	Disney	K2 & Associates Investment	Perforex	(Technology Solutions)
BC Ministry of Finance	Dominion Health Centres (of Canada) Ltd.	Management Inc.	Permanent Search Group	TD Commercial Banking
BCE Capital	Drug Royalty Corporation	Kathbern Management	Petro-Canada	TD Securities
BCE - ExpressVu	eBusiness Application Solutions Inc.	Katimavik	Poligance	TD Waterhouse Private Client Services
BDO Financial Services Group (Toronto) LP	Ecosystem Energy Services Inc.	Kensington Capital	PricewaterhouseCoopers	TD Wealth Management
Be The 1	EDULINX Canada Corporation	Kineetrics Inc.	Procter & Gamble Canada	Tech Mahindra Limited
Bearing Point	Eli Lilly Canada Inc.	Kingston General Hospital	Project Control Group, Inc.	Techni.ca
Beattie & Company	Eloqua Corporation	Knightsbridge Executive Search	PROPHIX Software Inc.	Technicolor Entertainment Services
Bell Canada	EMC Corporation	Kraft Canada Ltd.	Providence Health Care	tekmar Control Systems Ltd.
Bernard HODES Group	Emerson Canada	L3 Communications Electronic Systems	PRTM	Telus
Bin Ham Electro Mechanical Co.	Enbridge	Labatt Breweries of Canada	Public Service Human Resources Manage-	Telus Mobility
Blackmont Capital	Engineering Seismology Group Canada Inc.	Lafarge North America	ment Agency of Canada	Tenrox
Bloomberg	Ernst & Young LLP	Lazard	QS TopMBA Careers	Terra Connecta
BMO	Evandale	Leisure Corp	Quantum Management Services Limited	The Tandler Group Inc.
BMO Financial Group	ExcelsaCom Inc.	Leman Group	Queen's University	Thorek/Scott and Partners
BMO Nesbitt Burns	Executive Risk Governance Advisors	Lewko Brosseau & Associates	Radius Synergies Pvt. Ltd.	Towers Perrin
Booz & Co	Export Development Canada	Lewis Companies Inc.	Red Bull Canada	Toyota Motor Manufacturing Canada
Boston Consulting Group	Facebook	LG Electronics Canada Inc.	RBC	Underwriters Laboratories of Canada
BP Canada Energy Company	FactSet Research	Loblaw Companies Limited	RBC Capital Markets	Unilever Canada
Bruce Power	Fathom Group	L'Oreal	RBC Dominion Securities	University Health Network
Building Opportunities with Business	FedEx Canada	Loyalty Group	RBC Financial Group	University of Ottawa - Faculty of Law
Business Objects	Fidelity Management & Research	MacLean Engineering & Marketing Co.	RBC Global Credit Rotation Program	UPS Canada Ltd.
CallStreet	Company	Limited	RBC Recruitment	US Steel Canada Inc
Campbell Alliance	First Choice (Group) Canada	Macquarie North America Ltd.	Reckitt Benckiser	ValleyMede Homes
Canada Mortgage and Housing	FocusFit HRD Technologies	Madison Parker International	Research In Motion	Veritas Prep
Corporation (CMHC)	Foreign Affairs Canada	Management Research & Solutions, Inc.	RESolutionsTECH Inc.	VisionNet Solutions Inc.
Canadian Electricity Association	Formula Power/ LP Mullen Group	ManuLife	Revera Inc.	Vortex Mobile
Canadian Institute for Health Information	Gallup Consulting	Manulife Financial	Rich Rotstein Chartered Accountants	Walton Group International
Canadian Pacific Railway	GE Canada	Master Auto Supply	RioCan Property Services	Wal-Mart Canada
Canadian Tire Corporation, Limited	GE Capital Solutions	Mawer Investment Management Ltd.	RLG International	Warrillow & Co.
Cantest	GE Commercial Finance	MBAs Without Borders Inc.	Robert Half International Inc.	WebSMB
Cantox	General Mills Canada	McGraw-Hill, Platts Division	Rogers Communications Inc.	Welichem
Capgemini	Getronics Canada Inc.	McKinsey & Company	Rogers Wireless Inc.	Windecor
Capital Canada Limited	GlaxoSmithKline	McMaster University	Royal Canadian Mounted Police	WIPRO
Capital One	Global Insight (Canada) Limited	Merrill Lynch Canada Inc.	RPO Management Consultants	Wipro Technologies
Cara Operations Ltd.,	GMAC Residential Funding	Mersana Therapeutics	RPOptions	Workplace Safety and Insurance Board
Carmichael Birrell & Co	Goldman Sachs	Ministry of Energy	RSM Richter	Yahoo - India
Carpedia International Ltd.	Government of British Columbia	Minrad International Inc.	Salesforce.com	ZS Associates
Catalyst	Government of Canada	Mitel	SAP	ZSA-X Financial Services Recruitment
Caterpillar	Government of Canada - Defence	Mobilisoc Technologies Pvt Ltd.	Schlumberger Canada Limited	
Center on Budget and Policy Priorities	R & D Canada	Molson Canada	Scotia Capital	
Chartwell Inc.	Government of Nunavut, Department	Monitor Group	Scotia Capital & Global Risk Management	
China Internship Society	of Finance	Morgan Stanley		
	Granicus, Inc.			

## **THE BUSINESS CAREER CENTRE STAFF**

The Business Career Centre is staffed with eleven full-time career professionals with additional services secured through 15 part time professional coaches:

### **DEDICATED FULL-TIME MBA COACHING STAFF**

Joanne Thompson  
Manager, MBA Coaching Program  
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Dan Dolan  
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Joan Alblas  
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### **PROGRAM SUPPORT**

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