

HEC
PARIS

MBA PROGRAM





*“ In the HEC Paris MBA Programs,
we are building leaders with
the character, competence and
courage to change the world.”*

Brad Harris

Associate Dean, MBA Programs, HEC Paris



WHO WE ARE

Every day at the HEC Paris MBA, students learn how to think critically, challenge the status quo, and collaborate with people very different from themselves. We call that the HEC Paris MBA difference. You will call it the opportunity of a lifetime.

A TRULY UNIQUE MBA EXPERIENCE

At the HEC Paris MBA, you will find the ideal environment to realize your full potential and become a business leader for the 21st century. Working alongside your high-achieving peers and with our world-class professors, you will build your competencies in an energizing, collaborative community that mirrors the diversity of today's global economy.

A perfect equation between the size of our intakes - limited to 300 students yearly - and an individualized approach to learning means that your ideas and input are valued. This encouragement comes from faculty, staff and other students, in an environment where everyone knows your name and participants form a close-knit community for life. Conversations with your peers - 95 percent international - will shape your viewpoint, enrich your experience and prepare you to work with people from many different backgrounds and cultures.

Excellent professors at the forefront of research will build upon your unique talents and shape your learning experience. Our faculty infuse a rare combination of broad experience, personal insights and the latest in advanced-management thinking into their classes. During our program, which is offered in either a 12 or 16-month format, you will develop the core management skills needed to excel in any industry, anywhere in the world. You will also go much deeper, with the flexibility to pursue international exchanges and internships, as well as specialized studies and hands-on learning in the sector of your choice.

ACCREDITATIONS

HEC Paris was one of the first Schools of Management in Europe to receive the prestigious AMBA (Association of MBAs), EQUIS (European Foundation for Management Development) and AACSB (Association to Advance Collegiate Schools of Business) triple accreditations.

The HEC Paris MBA is also accredited to grant a Master's degree under European Standards and, by extension, are registered on RNCP (Répertoire National des Certifications Professionnelles). They serve as a global benchmark of quality and are a guarantee of academic coherence and excellence.

Certified with The Bienvenue en France level 3 label by the French government, HEC Paris guarantees the best conditions for welcoming international students."





THE HEC DIFFERENCE

At the HEC Paris MBA, we build leaders with the character, competence, and courage to change the world. What starts at HEC Paris shapes the future. We realize this through:

WORLD-CLASS PROFESSORS

At HEC Paris, our faculty push the frontiers of knowledge to generate new ideas that will shape tomorrow's world and have a lasting impact on society. Throughout your MBA experience, you will have privileged access to thought leadership and be able to discuss, debate, and brainstorm these cutting-edge ideas with your peers and professors in a stimulating and personalized environment.

RIGOROUS ACADEMIC THEORY COMBINED WITH EXPERIENCES

Our purposeful curriculum offers a core that is timeless coupled with timely customized options.

- ESG is transversal and embedded throughout curriculum.
- All MBAs may tailor the program with their choice of dedicated themes. These Specializations deliver hands-on experience in today's most in-demand sectors and they also open doors to new career opportunities.
- Students will explore New Horizons to personalize the MBA experience further - Deepening their knowledge of market trends to understand issues before looking for solutions.
- Standout experiences and surprises are embedded throughout our MBA, from the MBA Tournament (MBAT), where you will compete with MBA students from around the world in sporting events, to the Outdoor Leadership Seminar, where you will test your limits and hone your teambuilding skills.

A UNIQUE APPROACH TO LEADERSHIP

We are committed to shaping responsible leaders and our graduates are empowered with the ability to inspire, influence, and improve performance in the workplace. We build leaders who are proud to create impact within their organizations, while contributing to the greater good of society and an understanding that their obligations go beyond the bottom line.

Our holistic evidence-based approach to leadership development helps our students develop the knowledge, skills, and courage to drive real change in their lives and careers. The design of our leadership curriculum is built on a "head, hands, and heart" framework. This approach emphasizes knowledge acquisition, skill development and providing students space to find their own unique leadership purpose. No matter what discipline our students decide to concentrate on, they will leave HEC with the know-how and confidence to boldly impact the world.

140 

Permanent **professors**

500 

Research articles published
over **the last 5 years**

25 

Different nationalities
among our Faculty

30+ 

Partner universities
worldwide



HUMAN CONNECTIONS & COMMUNITY

Our diverse student body, representing more than 60 nationalities, allows students to better understand the world we live in. As future leaders, but first and foremost, as human beings, all students learn from each other during their courses and leisure time.

Our community-based approach to learning means that your ideas and input are heard and valued both inside and outside the classroom. This encouragement comes from faculty, staff, and peers, in a friendly environment where everyone knows your name and you become part of a close-knit, global, community for life.

This community within our 340-acre residential campus, located 10 miles outside of Paris in the picturesque French village of Jouy-en-Josas, where most MBA students live and spend the majority of their time.

YOUR CAREER LAUNCHPAD

The HEC Paris MBA paves the way for transformation. Whether your goal is to change your job sector, function, or geographic location – or all three – we can share countless examples of MBA graduates who have reached for the moon and succeeded.

As you set out to achieve your professional goals, we are here to provide guidance and to connect you with the best opportunities from around the world. We provide a range of services to enable you to make career decisions that are aligned with both your personal values and professional aspirations.



CLASS PROFILE

Our 95 percent international student body enriches the overall experience of our program, shaping your viewpoints and preparing you to work with people from different backgrounds and cultures.

COMMUNITY IS OUR STRENGTH

Diversity and community are ingrained in every aspect of the HEC Paris MBA. Group work is the foundation of our academic program. Groups are formed by putting together students from different regions and professional backgrounds. This creates a dynamic environment where students learn as much from their peers as from their professors.

In addition, the majority of our MBA students live on campus in a dedicated MBA residence, which facilitates group projects, and maximizes the time spent studying together and socializing.

Extracurricular activities are a vital part of the MBA experience. Students take part in both professional and social clubs. Numerous club-organized events take place every week, from speaker series to cultural weeks to hackathons, adding to the vibrant spirit of the campus.





AVERAGE KEY FACTS & FIGURES

MBA CLASS OF 2025

NUMBER
OF PARTICIPANTS



235

GENDER



40%

WOMEN

AVERAGE
AGE



30

INTERNATIONAL
PARTICIPANTS



95%

NATIONALITIES



49

AVERAGE
WORK
EXPERIENCE



6

GMAT AVG



690

GEOGRAPHIC ORIGINS (NATIONALITIES)

8%
NORTH
AMERICA

16%
EUROPE

56%
ASIA &
OCEANIA

11%
LATIN
AMERICA

9%
AFRICA
& MIDDLE
EAST

19% Americas

25% EMEA

56% Asia & Oceania



SHAPE YOUR FUTURE

With its concentrated focus on learning-by-doing and real-time problem solving, our challenging 16-month-long program will have a real impact on your future career. You will develop a skillset that truly differentiates you in the global marketplace. The curriculum is divided into two phases: Fundamental and Customized.

FUNDAMENTAL PHASE

In the 8-month Fundamental Phase, a rigorous combination of academic training and hands-on learning teach core management skills. After eight months, you have developed the exact skills needed to transform business performance.

CUSTOMIZED PHASE

During the 8-month Customized Phase, you tailor the MBA program to match your personal aspirations and professional objectives. We offer a wide range of options, including 7 specializations (concentrated study in some of today's most in-demand sectors), elective courses, international exchanges and internship opportunities, as well as in-depth research projects.

TWO INTAKES SEPTEMBER AND JANUARY 16-MONTH OR 12-MONTH FORMATS

The HEC Paris MBA has two intakes each year, in January and September. All of our MBA students follow the exact same core curriculum, regardless of intake and specialization. Students from both intakes have the opportunity to merge together into one class during the Customized Phase, creating a sense of teamwork in a collaborative community.



In addition to our traditional, 16-month format, HEC also offers an accelerated option, for those looking for a more condensed version, our January Intake – 12-month option. Students who choose the 12-month option must do 5 intensive electives and have less choice of customization.

NEW HORIZONS CAPSTONE

The New Horizons Capstone allows students to apply classroom-taught knowledge and research to develop their own analytical toolbox, to peer into possible futures and to determine what realities are changing faster than businesses and industries may realize.

Made up of three timely workshops, the Capstone is designed to help participants connect what they learned throughout their MBA to produce groundbreaking and impactful insights for businesses. It will explore how companies are doing business in an increasingly polarized world and help participants broaden their horizons by exposing them to newer trends and question their way of doing business and leading in today's world.

WORLD-CLASS FACULTY

HEC Paris is one of the world's top research schools in economics and management. Our faculty push the boundaries of knowledge by producing the highest quality research.

They aim to have an impact on pedagogy, management practices, public policies and society at large. Research conducted at HEC Paris comprises both disciplinary and cross-disciplinary work, with a unique combination of scientific excellence and business relevance. Our research is at the intersection of business management and technology, keeping you up-to-date and even ahead of the times, presenting the latest in AI, data analytics and machine learning.





SEPTEMBER INTAKE OVERVIEW: 16-MONTHS



FUNDAMENTAL PHASE

TERM 1

- Introductory courses: Business Concepts, Data Science Camp, Math Camp, NegoSim Business Simulation
- Bach Game
- Financial Accounting & Reporting
- Financial Markets & Investments
- Leadership Communication
- Managerial Economics
- Managing Customer Value Through Marketing
- Problem Solving & Communication
- Statistics & Business Analytics
- + New Horizons Capstone I: Learning & Discovery Expedition

TERM 2

- Corporate Finance
- Ethics & Sustainability
- Leadership: Influence & Decision Making
- Macro-economics for Business
- Management Accounting & Control
- Operations Management
- Strategic Management
- The CARS Challenge
- + New Horizons Capstone II & III:
II : Solving Business Challenges &
III : Surfing on Uncertainty
- + Outdoor Leadership Seminar

CUSTOMIZED PHASE

TERM 3

- Choose from one of the following:
 - 5 Electives
 - HEC Paris Certificate
 - Creative Destruction Lab (terms 3 & 4) + 3 Electives
 - Half-Term International Exchange + 1 Elective
- MBA Tournament (optional)

TERM 4

- Tailor with a Specialization; choose from one of the following themes:
 - Deep Tech & AI
 - Entrepreneurship
 - Finance
 - Management & Organizations
 - Reshaping Business for Sustainability
 - Strategic Marketing
 - Strategy
- (OR) Full-Term International Exchange

LEADERSHIP DEVELOPMENT - CAREER JOURNEY - LANGUAGES

INTERNSHIPS *

* From May to September in Year 1 and/or from January to April in Year 2. Internships are optional and not required to graduate

JANUARY INTAKE OVERVIEW: 16-MONTHS



FUNDAMENTAL PHASE

TERM 1

- Introductory courses: Business Concepts, Data Science Camp, Math Camp, NegoSim Business Simulation
- Bach Game
- Financial Accounting & Reporting
- Financial Markets & Investments
- Leadership Communication
- Managerial Economics
- Managing Customer Value Through Marketing
- Problem Solving & Communication
- Statistics & Business Analytics
- + New Horizons Capstone I: Learning & Discovery Expedition
- + Outdoor Leadership Seminar

TERM 2

- Corporate Finance
 - Ethics & Sustainability
 - Leadership: Influence & Decision Making
 - Macro-economics for Business
 - Management Accounting & Control
 - Operations Management
 - Strategic Management
 - The CARS Challenge
 - + New Horizons Capstone II & III: II : Solving Business Challenges & III : Surfing on Uncertainty
-
- MBA Tournament (optional)

CUSTOMIZED PHASE

TERM 3

- *Tailor with a Specialization; choose from one of the following themes:*
 - Deep Tech & AI
 - Entrepreneurship
 - Finance
 - Management & Organizations
 - Reshaping Business for Sustainability
 - Strategic Marketing
 - Strategy
- OR Full-Term International Exchange

TERM 4

- *Choose from one of the following:*
 - 5 Electives
 - HEC Paris Certificate
 - Half-Term International Exchange + 1 Elective
 - Creative Destruction Lab (terms 2 & 3) + 3 Electives

LEADERSHIP DEVELOPMENT - CAREER JOURNEY - LANGUAGES

INTERNSHIPS *

* From July to September in Year 1 and/or from January to April in Year 2. Internships are optional and not required to graduate

JANUARY INTAKE OVERVIEW: 12-MONTH OPTION

JAN
FEB
MAR
APR
APR
MAY
JUN
JUL
SEP
OCT
NOV
DEC

FUNDAMENTAL PHASE

TERM 1

- Introductory courses: Business Concepts, Data Science Camp, Math Camp, NegoSim Business Simulation
- Bach Game
- Financial Accounting & Reporting
- Financial Markets & Investments
- Leadership Communication
- Managerial Economics
- Managing Customer Value Through Marketing
- Problem Solving & Communication
- Statistics & Business Analytics
- + New Horizons Capstone I: Learning & Discovery Expedition
- + Outdoor Leadership Seminar

TERM 2

- Corporate Finance
- Ethics & Sustainability
- Leadership: Influence & Decision Making
- Macro-economics for Business
- Management Accounting & Control
- Operations Management
- Strategic Management
- The CARS Challenge
- + New Horizons Capstone II & III:
II : Solving Business Challenges &
III : Surfing on Uncertainty
- + 5 Intensive Courses (terms 1, 2 & 3)*
- OR
+ Creative Destruction Lab
+ 3 Intensive Courses (terms 1, 2 & 3)
- MBA Tournament (optional)

CUSTOMIZED PHASE

TERM 3

- Tailor with a Specialization;
choose from one of the following themes:
 - Deep Tech & AI
 - Entrepreneurship
 - Finance
 - Management & Organizations
 - Reshaping Business for Sustainability
 - Strategic Marketing
 - Strategy

LEADERSHIP DEVELOPMENT - CAREER JOURNEY - LANGUAGES

INTERNSHIPS**

* Intensive Courses are offered in 3-day blocks, and work with the MBA schedule. These courses are offered in February, April, October and December.

** From July to September. Internships are optional and not required to graduate.



CHALLENGE YOUR IDEA OF LEADERSHIP

It takes more than lectures to make a leader. You have to understand how to turn strategy into action. At the HEC Paris MBA, we teach you the theories of leadership, then provide the ideal environment to put those theories to the test.

OUTDOOR LEADERSHIP SEMINAR

Prove – and improve – your team-leadership skills during a series of increasingly difficult field exercises supervised by military-trained mentors. Just as in the real world, the Outdoor Leadership Seminar teaches you to lead in situations where you don't have all the answers, where you confront obstacles that you've never seen before.

During the two-day leadership seminar, you'll stretch your limits and go farther than you ever thought possible, learning how to leverage the strength of your team to accomplish a common goal. After each timed exercise, your mentor provides feedback about your effectiveness at leading the group and your methods of problem solving.



ANNUAL MBA TOURNAMENT AT HEC

Renowned as the MBA Olympics, the MBAT is the largest gathering of MBA students in Europe. As a member of the MBAT's core team, you take on the immense responsibility of organizing a three-day, multisport competition for 1,500 participants. Students are entirely responsible for the MBAT, including all of its organizational and operational details.



TEC ON CAMPUS

Benefit from one-on-one mentorship, peer discussions and meetings with business leaders to help you define and reach your long-term goals. Launched in the USA by Gary Brinderson, HEC Paris has hosted this pioneer program in Europe since 2005. *TEC on Campus* provides a transformative learning experience to define your life and professional goals and develop human leadership skills. Currently open to 36 students from our September intake and 24 students from our January intake, TEC helps you to achieve balance in your life, get aligned with your personal values and purpose, and ultimately become the best person and business leader to have a positive impact in society and within organizations.

As part of *HEC Talents* career offering, *TEC on Campus* includes the following activities:

- **One-on-one mentorship sessions** with TEC mentors to develop a goal-oriented, long-term life plan.
- **Confidential group discussions** with other participants to develop a judgment-free network for advice and support on key leadership and career topics.
- **Meetings with business leaders** from all horizons who honestly discuss the personal and professional challenges they have faced.



ACCELERATE YOUR CAREER

Whether you have clearly defined professional goals or you want to explore all your options, HEC Talents, our Career Center, offers a comprehensive approach that leverages your personal strengths and values to help you build a fulfilling career.

COMPREHENSIVE CAREER SERVICES

Career development is at the heart of the MBA program. You will meet regularly with our career experts and have access to a wide variety of career-related events. They include:

- *One-to-one career coaching*
- *Workshops on CV writing, interview preparation, impactful communication, international business etiquette, pitching and job-search strategies, etc.*
- *Frequent on-campus company presentations and recruitment events*
- *Treks to global headquarters*
- *Region and sector-focused career fairs, as well as internship fairs*
- *Case competitions and case-cracking bootcamps*
- *Panel discussions and question-and-answer sessions with industry leaders*
- *Formal and informal events with alumni*

HEC Paris' long-term partnerships with international companies help ensure your career success. Job offers of every type, including internships and full-time offers, are posted on the HEC Talents' recruitment board.

INTERNSHIPS

Our MBA students from both September and January intakes, have time during the program to do internships, both in the summer or at the end of their studies. The majority of our MBAs complete internships during the program, helping them to accelerate their careers within their industry or explore new industries.

THE FOUR PILLARS JOURNEY: TO SHAPE YOUR OWN PATH

KNOW YOURSELF



EXPLORE & CONNECT



SET YOURSELF UP FOR SUCCESS - SKILLS LAB



STRATEGIZE & PRACTICE



KNOW YOURSELF

Embark on a journey of self-discovery to unlock your unique talents and core values. Through targeted self-assessment exercises, workshops, and personalized coaching sessions, gain a deeper understanding of your strengths, preferences, and motivations. Learn to articulate these attributes with clarity and confidence.

EXPLORE & CONNECT

Navigate today's job market by building meaningful connections with leading companies, experts, and alumni. Gain insights into industry requirements, corporate cultures, and hiring practices. Engage in career fairs, company presentations, and exclusive events, organized by HEC Talents and Clubs, and leverage our global alumni network to expand your professional reach.

STRATEGIZE & PRACTICE

Develop a strategic career plan with clear, actionable objectives. Our specialized training sessions will empower you to refine your CV and cover letter, craft a compelling pitch, optimize your LinkedIn profile, and master case interview techniques. Regular practice ensures you present yourself confidently and effectively to potential employers.

SET YOURSELF UP FOR SUCCESS - SKILLS LAB

Enhance your professional skills and set yourself up to thrive in today's competitive landscape. Through targeted workshops and one-on-one coaching, build soft skills and industry-specific expertise needed for immediate career impact and long-term growth. Lay a strong foundation for a successful career journey.

TOP RECRUITERS

amazon

AtoS



HILTI

LINAGORA

L'ORÉAL

McKinsey
& Company



Schneider
Electric

SOCIÉTÉ
GÉNÉRALE

strategy&
Part of the PwC network

Uber

Worldline

Key facts & figures

4,000



HEC Paris Alumni
are **CEOs, CFOs or
have founded their
own companies**

80



**International Alumni
Chapters**

1,000



**Alumni-organized
events every year**

60



**Professional Clubs
for Alumni**

80,000



**Alumni in 152 countries
across the world**





ALUMNI WORLDWIDE

The HEC Paris MBA runs for 12 or 16 months, but the relationships you build will last a lifetime. Starting from your first days on campus, numerous formal and informal events introduce you to the 80,000 alumni in our worldwide community.

MAKE INSTANT CONNECTIONS

The HEC Paris Alumni network spans 152 countries across the globe. Your introduction to this vibrant group begins early, when you and your family are invited to a France-based alumni's home during the HEC Alumni Welcome Weekend. Alumni accompany you throughout your MBA journey, often coming to campus to discuss current trends in their sectors and to give advice during career presentations. In fact, The Economist's 2022 Which MBA? ranked the school #1 in the world for networking potential. The Class of 2021 directly attributes 19 percent of the post-MBA jobs they accepted to the referrals they received within the HEC Paris community.

LIFELONG COMMUNITY

As a graduate of HEC Paris, you will benefit from this close-knit community throughout your life, through both casual and chic social events organized by our 80 international alumni chapters. Whether it's a ski trip to the French Alps, a sumptuous gala at Dubai's Burj Khalifa or a fun evening of wine tasting in Abidjan, more than 1,000 alumni-organized gatherings take place every year worldwide.

EDUCATION FOR LIFE

Reflecting our community's commitment to lifelong learning, the HEC Alumni Association is there to support you throughout your career. As a student, you will benefit from HEC Pulse, our sector-specific alumni mentorship program. After graduation, online and in-person seminars abound: recent offerings included a masterclass on the art of networking, a discussion with the vice president of Toyota worldwide, and a deep-dive into cryptocurrency.

HEC PARIS MBA AFTERWORK

The HEC Paris MBA Afterwork group is a dedicated team of volunteers who act as ambassadors for the MBA program in over 50 cities worldwide. The group works in concert with local Alumni Chapter Presidents to organize fun gatherings and speaker events in their cities. The Afterwork group also spearheads our annual Global Afterwork party, a social gathering that kicks-off at sunset across the world's different time zones during a single 48-hour period. The volunteers also welcome MBA student treks to their cities.



BEYOND THE CLASSROOM

Extracurricular activities are at the heart of the HEC Paris MBA experience. Whether you prefer groundbreaking panel discussions organized by our MBA clubs, being part of the scene at Parisian hotspots, or serene walks through HEC's forest, there's always something new to discover in and around campus.

CAMPUS LIFE

Located just 10 miles southwest of Paris in the picturesque village of Jouy-en-Josas, our 340-acre residential campus features its own chateau, forest and lake. Sunny weekends are often spent lingering lakeside by the barbecue, while evenings are the perfect time to take advantage of our newly remodeled recreation center, as well as our tree-lined running paths and 8,000m² of sports fields. Food options and study nooks abound, including the recently opened Gustave restaurant and coffee shop.





STUDENT-RUN EVENTS

Student-led activities not only flex your leadership skills, they also make our MBA program incredibly fun. Cultural weeks immerse you in the traditions and cuisines of your international peers. MBA clubs organize exciting opportunities to learn, network and socialize, hosting everything from sake tastings to an evening with Netflix Co-founder Reed Hastings. Topping off the MBA's social calendar is our annual Talent Show, an eclectic evening of musical performances, dance, comedy and even the occasional acrobatic or juggling act.

PARIS ADVANTAGES

Few cities match the charm of the 2,000-year-old French capital. Nearly 18 million tourists flock to Paris each year, drawn by the city's stunning architecture and internationally known museums, cafés and retail venues. Whether you want to fully indulge in the Parisian lifestyle or plan to use the school's proximity to Paris as a gateway to exploring other countries, the City of Light offers the perfect introduction to European culture.



HOW TO MEET US AND ADMISSIONS PROCESS

Students choose the HEC Paris MBA not just to learn, but also to share their knowledge in a rigorous and supportive environment. If you are ready to take the next steps in transforming your career, we want to hear from you.

OUR ADMISSIONS PROCESS

Our rolling admissions process guarantees you a quick response to your application. Five weeks after the application deadline, you will know if you are admitted to the program. Once admitted to the HEC Paris MBA, you will have the opportunity to apply for scholarships from the HEC Foundation. Begin your MBA journey in either January or September.

To learn more: **www.hec.edu/en/mba-programs/mba/admissions**

WHO WE ARE SEEKING

We value well-rounded candidates with: academic accomplishments, professional experience and career progression, leadership potential, international exposure, specific career objectives and strong interpersonal skills.

To assess your potential as an MBA candidate and to receive personalized coaching throughout the application process, introduce yourself to us today at: **www.hec.edu/en/mba-programs/mba/connect-us**

MEET US WORLDWIDE

There are numerous ways to learn more about the HEC Paris MBA. You can join us for a campus visit, a half-day tour that includes an information session, sitting in on an MBA class and lunch with current students. You can meet us in person during one of our recruitment events in your city or country. We also offer the opportunity to meet with us virtually, through one of our regularly scheduled webinars.

Visit our website for all the details: **<https://www.hec.edu/en/mba-programs/mba/meet-us-worldwide>**



THE FIVE-WEEK APPLICATION PROCESS



STEP

1

CONNECT
WITH US



STEP

2

COMPLETED
APPLICATION



STEP

3

PRE-SELECTION
JURY



STEP

4

TWO INTERVIEWS
WITH HEC PARIS
MBA ALUMNI



STEP

5

ADMISSIONS
JURY & OFFICIAL
NOTIFICATION OF
ADMISSION



STEP

6

SCOLARSHIP
DECISION

For next steps and to connect with the team, visit:





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