

ACTIVISION | BLIZZARD MBA Program Overview

Frequently Asked Questions

Activision Blizzard's MBA programs are highly selective programs that provides participants with an unparalleled opportunity to contribute to the success of the company through hands on challenging projects, work assignments, company events, and networking opportunities. Below you'll find answers to some questions you may have about our MBA programs, the interview process, and the company.

General

1. What programs do you offer for MBA students?

We offer two MBA programs at Activision Blizzard. For 1st year MBAs, we offer a 10-week Summer internship. For 2nd year MBAs, we offer a fulltime 2-year Rotational program.

2. What is the goal of the MBA programs?

These programs support Activision Blizzard in developing a pipeline of diverse high performing employees. Interns sit across the Activision business units (Santa Monica, CA) while Rotational Associates are across the enterprise, including Activision Publishing (Santa Monica, CA), Blizzard Entertainment (Irvine, CA), Activision Blizzard Consumer Products (Santa Monica & Irvine, CA), and King Digital Entertainment (San Francisco, CA).

3. When do the programs start?

The intern program runs for 10 weeks starting on May 29th or June 24th depending on the participant's academic schedule. The rotational program is a total of 2 years in length starting on August 5th. Participants rotate every 8 months, ultimately spending time on 3 different teams.

4. Who is eligible for the programs?

First year MBA students and graduating MBA students with 3+ years of previous work experience are eligible to participate.

5. How many people are in each cohort?

We hire 10-15 participants for each program every year.

About the MBA Intern Program

1. What does the recruiting process look like?

- **1st Round Interviews:** The University Relations team will select candidates for first round, on-campus interviews in January. These interviews will be with two business leaders and questions will be a mix of case studies, behavioral, and situational.



- **2nd Round Interviews:** Candidates selected for second round interviews will have virtual interviews with leaders in the business units they are interested in.
- **Offers:** We will honor University offer decision deadlines. Unfortunately, we are unable to provide extensions to offer decision timelines.

2. **What does the compensation package look like?**

We have a very competitive compensation package that is comparable to Los Angeles entertainment companies with similar internship programs.

3. **Do you provide housing?**

We provide a housing stipend to all MBA interns to assist with living arrangements for the Summer.

4. **What learning and development opportunities are there to take advantage of in this program?**

The program and company have many development courses that you can take advantage of, including an all-day orientation, Executive Speaker Series, Coffee Chats, Game Dev 101, Panels, and more.

5. **How is success measured?**

Working with their Managers, interns set robust, measurable goals that provide a solid roadmap for their progress. We encourage our managers to give real-time feedback throughout the program and we supplement that with defined mid-term and final performance reviews to mark progress at essential milestones in their experience.

6. **What business units are participants able to rotate through?**

We are adding new teams all the time! Some teams that have taken interns in the past are Consumer Analytics, Consumer Products, Corporate Strategy, Digital Commerce, and Product Marketing.

7. **What if I'm interested in the Rotational Program after my internship?**

Interns are provided with an expedited interview process for the rotational program.

MBA Rotational Program

1. **What does the recruiting process look like?**

- **1st Round Interviews:** The University Relations team will select candidates for first round, on-campus interviews in the Fall. These interviews will be with two business leaders and questions will be a mix of case studies, behavioral, and situational.
- **2nd Round Interviews:** Candidates selected for second round interviews will be flown to Southern California to interview onsite at both Activision & Blizzard offices (one-day).
- **Offers:** All offers will be extended before December 31st and will honor University offer decision deadlines. Unfortunately, we are unable to provide extensions to offer decision timelines.

2. **What does the compensation package look like?**

We have a very competitive compensation package that is comparable to Los Angeles entertainment companies with similar programs.



3. **Do you provide relocation services?**

Yes, we do! Participants will receive relocation services and a month of temporary housing to help with the transition to Southern California.

4. **Do you support US visa sponsorship for international candidates?**

We provide visa sponsorship to international students. Please let the Recruiter know if you would need visa sponsorship.

5. **Will participants know their first rotation at the time of their offer?**

No, the matching process takes place between May and June of 2019.

6. **How are participants matched to their teams?**

University Relations works closely with the participant, Executive Leadership, HR, and Hiring Managers to make rotation placements that build upon each other and prepare the participant for a personalized final placement with the company. The first rotation leans on the participant's previous experience, so that there is some familiarity as they transition into a new company. The second and third rotations are where the participant starts to stretch themselves and learn new skills.

7. **What business units are participants able to rotate through?**

We are adding new teams all the time! Some teams that have taken participants in the past are Business Intelligence, Consumer Products, Corporate Strategy, Digital Commerce, Global Insights, Investor Relations, and Product Marketing.

8. **What learning and development opportunities are there to take advantage of in this program?**

The program has a built-out learning and development calendar including a 2-week orientation that provides a deep dive into the company, development weeks after each rotation, and days of learning during the rotations. Some of the opportunities include Game Development 101, a Day with QA, Case Study Competitions, Influencing Strategies Workshop, Leadership Training, and more!

9. **How is success measured?**

Rotation objectives are set within the first 2 weeks of each new rotation, followed by mid-rotation and final rotation performance reviews that assess the success of these objectives, soft skill competencies, and growth from rotation to rotation. Attributes that help participants be successful in the program are effective communication and collaboration skills, an eagerness to learn, and leadership qualities.

10. **What happens after the 2-year program?**

Over the course of the two years, participants build upon their skills, identify groups they are interested in, and connect with others to create relationships across the enterprise. The end goal is to place participants into long term positions across the company while taking into account the company's needs and the participant's performance and interests.



About the Company

1. **Do you have to play games to work at Activision Blizzard?**

It's important to have an understanding of the product, the business, and the market, but employees don't have to play games. This is one of the few companies where playing games is considered "research" and we wouldn't be surprised if employees picked up at least a light gaming interest while working here!

2. **What are the company earnings?**

Historically we have had strong and consistent quarterly earnings. To view these earnings, go here: www.activisionblizzard.com

3. **What are the company benefits?**

We provide health benefits for medical, dental, and vision care. We provide additional services like pet insurance, employee discounts, legal services, an adoption assistance program, a Rethink Autism Program, accident insurance, and more! For additional information on our benefits, please visit: www.benefitsforeveryworld.com

