**ABSTRACT**

This article provides the results of the analysis of the relevant theories on Management Development (MD) and serves as the theoretical basis for an empirical research in this area. The aim of this paper is the identification and critical analysis of different approaches and opinions of other authors, my attempt to define typologies and a proposal of a concise model which can serve as a tool to audit existing models, or support the development of the build-up of Management Development models for international organizations. Therefore the central research question underlying this research is, what the common model is, for developing high potentials in international organizations? This answer to that question leads the way to the goal of the research, which is to define an overarching MD model for high potentials based on combined theory, implicit knowledge and practical solutions, which can prove useful for companies to serve as a basis to build or evaluate their MD model.