Women at McKinsey.
Meaning.
Impact.
Growth.
Women at McKinsey.

Join us
Work that makes a difference
Relationships and collaboration
The support you need to grow
A career and a full life
Learn more and follow us
We know no two people approach their career exactly the same way and how someone manages the intersection of her work and personal life is unique and dynamic. We also understand that many people don’t want just a job. They want work that means something. They want to do that work with exceptional people they like. And they want the opportunity to reach their full potential – in their work, in their community, and in their life.
At McKinsey, you can have immediate impact in ways that are meaningful for you and for your clients. Every engagement is an opportunity for you to build your skills, network, and expertise. Since we work in more than 60 countries and in every industry, your choices will be vast. Clean tech. Big data. Innovative M&A. Reinventing consumer marketing for the digital age. Economic development for women in emerging markets.

When we talk about impact we mean having lasting, positive effects on the problems our clients bring us and on the clients themselves. As a firm, and as individuals, we maintain long-term relationships with our clients – 30% of our work is for clients we have served for more than ten years. We are accountable over the long run for our recommendations and, more and more, for helping our clients implement those recommendations.

“I'm working on a turnaround for an iconic American company. My clients are doing amazing work and together we form one effective team. I feel I am having real impact on the American economy.”—Jenny, Business Analyst
Relationships and collaboration

We want our people to be successful, challenge themselves, grow, and reach their potential... and we know that doesn’t happen alone. Teamwork is core to our culture. You will be an important member of client teams, your office, affinity groups, and special interest clubs. You will meet interesting, smart, driven people. You’ll find the team-room experience engaging and rewarding, and you’ll have fun outside the team room and make friends for life.

As you work on various teams, you’ll be exposed to another aspect of McKinsey’s culture – apprenticeship and mentorship. Everyone at McKinsey sees themselves as a potential mentor (and mentee), so you’ll benefit from impromptu and informal mentoring relationships as well as from more formal coaching and mentoring.

How formal mentorship works at McKinsey:

- You are matched with a senior partner in your office who acts as a development group leader (DGL). The role of the DGL is to provide objective guidance and counsel on your career.
- You are paired with a professional development manager in your office to help guide project and training choices, especially early in your tenure.
- New hires are paired with peer buddies who introduce you to people in the office and help you build a network.
- Each team is led by an engagement manager who provides coaching and training to team members.
- In addition, we have launched a global sponsorship initiative to ensure all consultants are adequately sponsored by more senior colleagues who advocate and create opportunities for them as they progress through their careers.
McKinsey invests more than $100 million in training programs each year, and many consultants describe training as a highlight of their time at the firm. In addition to the training all consultants receive, women can participate in women-specific training. These are programs offered at each stage of your career, helping you prepare for what comes next. They help you build your networks; get feedback, advice, and mentoring from senior women; and gain exposure to the latest thinking in building your professional skills.

**Examples of women’s learning programs:**
- **Annual programs; some are hosted in each region and some are global**
  - Engaging with Presence – coaches business analysts and associates to communicate effectively
  - Women’s Leadership Workshop – initiates a strengths-based leadership discussion for engagement managers beginning to lead teams
  - Pathway to Partner – helps senior engagement managers and associate principals understand what it takes to make partner while helping them craft their leadership vision and support network
  - Pathway to Director – supports principals on their way to senior leadership roles

**Additional development opportunities:**
- **Each region’s leaders host local women’s events**
  - Offsite retreats featuring external and internal speakers
  - Skill-building workshops run by senior women
  - Networking events
  - Social events including dinners, classes, adventures, and more
A career that makes a full life possible

You want a full life that includes a successful career, time for your interests, contributions to your community, and you want to be able to be fully present for your family and friends. We want that too. It is part of our culture to help each other make all of this possible.

One demonstration of flexibility we see every day at McKinsey is that each client engagement begins with an exercise we call a team learning. During the team learning, teams discuss how to work together effectively, their individual work-life goals, and how to support each other in achieving them. For some it means exercising in the morning or taking a class at night. The team learning provides a consistent way for people to make sure they are getting what they need—professionally and personally—out of each engagement.

In addition to a flexible culture, we’ve created a range of short- and long-term options and programs that have been tailored for all tenures:

- Part time programs: reduced days per week or hours per day
- Take Time: extended time off between projects
- Global mobility: short and long term transfers to different offices
- Ramp off/Ramp on: reduced hours and travel, typically used by new mothers as they prepare for and return from maternity leave
- Pace: options for consultants to adjust the pace of their advancement
- Secondments: loan arrangements with external organizations

Take Time, one of our more popular programs, gives consultants the option to take extra time off—up to ten weeks each year. Our people chose to take the additional unpaid time off to pursue either personal or educational interests. In addition, our Pace program recognizes that not everyone wants to advance their career at the same speed and allows consultants to stay in their current role longer. This gives consultants more control over their career trajectory and reduces the pressure to fulfill requirements for the next role.

Flex Facts
- Flexible programs have been offered for almost 25 years.
- More than 80% of those working part-time are associates and engagement managers, and more than 50% are men.
- One out of six female principals or associate principals and one out of eight female engagement managers currently participate in a flexible option.

“I work 60% and have been part-time since I was a senior associate; over my time at McKinsey, I have done every conceivable part-time schedule.”
—Laura, Director, San Francisco

“I’ve always wanted to run away and join the circus. Take time gave me the time to go to circus school and perform in a show. Since then, I have had my daughter and now I work on an 80% schedule.”
—Jane, Engagement Manager, San Francisco

“I’ve been flying airplanes since I was very young, and Take Time allows me to continue pursuing my passion for flying without interfering with my career.”
—Carolina, Engagement Manager, Bogota
Learn more and follow us

We invite you to learn more about the daily lives of some of our consultants by following our women’s blog. Some, like Meredith, have been with McKinsey for many years, while others are new joiners. They share perspectives on their client work, professional relationships, training, development, office social events, and lives outside of work.

Follow us on Facebook@McKinseyWomen for blog updates, profiles of our current and former female consultants, research about women in the economy, recruiting, events, scholarship information, and much more.

Meredith, San Francisco
Meredith joined McKinsey as a business analyst in 2007; since then she has earned her MBA, gotten married and had a baby, advanced to associate principal, and discovered her passion for making a real difference in hospitals and health care systems. Read Meredith’s blog

Tina, Taipei
Tina’s path at McKinsey has taken her from Boston to Shanghai to Taipei, with a law degree and two children in between. Tina has experimented with different roles and is currently an associate principal focusing on local work with clients in many different industries. Read Tina’s blog

Kimberly, London
Kimberly’s expertise in environmental science and economic policy has carried her from our São Paulo Office, to a secondment with the Global Commission on the Economy and Climate, and most recently to London, where she’s currently an engagement manager. She is now managing energy strategy projects across Europe, following her passion for renewable energy and addressing climate change while enjoying everything Europe has to offer. Read Kimberly’s blog

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