



# Flexibility at McKinsey

You should be able to have a fantastic career and a full life – and do it in a way that works for you now and when you may make changes down the road. That's why we offer an innovative range of flexible, part-time programs for all consultants that are compatible with career success. Flexibility programs are individually tailored at all tenure levels and may have short- or long-term duration. Our Flexibility Counselors offer resources to ensure that everyone has the information and support needed to explore flexibility options.

**At your best**

## **At McKinsey, flexibility is defined broadly and includes**

My Time programs: Create the flexibility you need by taking time off on a daily or weekly basis, between client engagements, or even larger stretches of time to pursue your interests outside of McKinsey

Ramp Off, Ramp On: a formal program of mentorship and workload adjustment for consultants about to leave for or return from leaves of absence, typically parental leave

Pace: options for consultants to stay in their current role longer, thus reducing the pressure to fulfill requirements for the next role

Global mobility: short and long term transfers to different offices

Internal rotations: Spend up to a year trying a different role at the firm

Secondments: Explore professional opportunities outside of the firm for up to a year

Fellowships: Spend up to a year supporting a non-profit organization

## **Facts and figures**

Flexible programs offered for over 25 years

Thousands of consultants have worked part-time at some point

1,500+ colleagues are on a flexible program today

Roughly 60% of those on flex programs are associates, engagement managers, or the equivalent roles

Flexible programs are utilized equally by men and women at the firm

### **Sara**

Partner, Atlanta

My Time

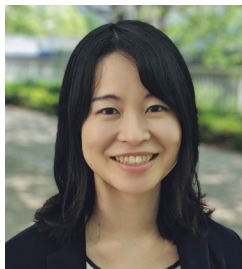


**“I’ve tried every flex option to have the whole life I want to have. Right now I’m doing 70% while building a local client portfolio, shaping the global dialogue on diversity, and being the room mom for both my kids. I’ve celebrated Dr. Seuss’s birthday with a class of four year olds and helped an organization reshape their growth trajectory all in the same day.”**

### **Ayumi**

Associate, Tokyo

Pace, My Time



**“I started using both Pace and My Time after my son’s birth: I work on a project for a few months, take off a month or two (during which I play with my son every day!), and then go back to work again. I treasure this time with my family.”**

### **Daniel**

Solution Manager, Amsterdam

My Time



**“I’m working 80%. As a result, in between projects, I always take one or two weeks off. I use that time to travel, spend extra time with friends and family, and catch up on all my books in my favorite cafés in Amsterdam.”**