


Parenthood at McKinsey



Whether you're already a parent or thinking about becoming one, McKinsey has the people and resources to give you the support you need. We are consistently rated by *Working Mother* magazine as one of their 100 best companies for working mothers, and for the past two years we've been honored to be included on their new list of the best companies for dads. Among our offerings are a formal ramp off/ramp on program for those taking extended leave, top-notch benefits, and coaching and support networks.

Ramp Off, Ramp On

Ramp Off, Ramp On is a support program to ensure smooth transitions for consultants preparing for or returning from extended leaves of absence (often parental leave). Led by senior partners, the program includes:

- A central team that supports parents and expecting parents by sharing available resources and best practices
- A parental leave checklist that provides step by step guidance on planning, prioritizing, and communication before and after a leave
- A best-practice guide for teams to help support colleagues on leave
- Assistance in identifying work opportunities that fit an individual's needs during the transition

Health and leave benefits¹

Generous paid parental leave (16 weeks for birth parents and 8 weeks for non-birth parents); continuous healthcare coverage for those who wish to take additional unpaid time off

Extra time for special births and for adoption-related paperwork and processes

Subsidized backup childcare program through Bright Horizons and access to premium membership at Care.com

Best-in-class medical insurance, including IVF coverage

Financial assistance for adoption, surrogacy, and elective egg preservation

Healthy Pregnancies, Healthy Baby program including education and discounts on pregnancy-related items

Support for nursing mothers: McKinsey pays for women to ship their breast milk home while travelling and provides hospital grade pumps in all offices

Caregiver travel: McKinsey covers a caregiver's travel costs for consultant training programs

Health and wellness programs: in-office gyms or subsidized gym memberships, plus location-specific perks such as subsidized fitness tracking bands and in-office activities and programs

Support networks and advice

Local Moms Leads: designated senior leaders in each office who can counsel moms and expecting moms on navigating work and parenthood

Parents of Special Children at McKinsey: an informal network that helps the parents of children with special needs communicate, share ideas, and provide individual support

Numerous online groups for parents to connect with and get advice from their peers about parenthood at McKinsey, including a fertility support group, teens and tweens group, and more. Common topics include childcare and effectively managing a career with children

An on-line network and email list for women to connect with and get advice from their peers about parenthood at McKinsey, including a fertility support group, teens and tweens group, and more. Common topics include childcare and effectively managing a career with children

Laptops and Lullabies: a version of *What to Expect When You're Expecting* in a McKinsey context that individuals receive as part of Ramp Off, Ramp On

¹ US Specific



Juliana

Partner
São Paulo

"I always wanted to have it all in my life and career. McKinsey gave me the support I needed to have three kids while managing my consulting career. Flexibility, respect and care were part of this journey, and I am very glad I could balance an amazing growth path while being a present and loving mum."



Autumn

Specialist of Practice
Management
Global McKinsey Accelerate
Tampa

"Work-life balance is a real thing at McKinsey. The support and flexibility with my teams has allowed me the opportunity to be there for my family when they need me. The health and leave benefits afford me to not have to worry about providing care for my children from early on and throughout my career at the firm."



Kevin

Digital Expert Associate
Partner, Dallas

"The firm has been fantastic in supporting me, from flex time with my family to amazing benefits that supported our surrogacy process."



Gila

Partner
Tel Aviv

"It's not always easy with four children at home and demanding clients, but McKinsey made a very clear commitment to parents and I am grateful for that!"

At your best