

McKinsey
& Company

Women at McKinsey

Meaning.
Community.
Growth.



**Our commitment to
diversity and inclusion is
a part of our firm's history
and daily practice.**



Join us

No two people approach their careers 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.



Work that makes a difference

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.

McKinsey uses an office-driven staffing model focused on three priorities:

- Skill building, taking into account your strengths, the skills you would like to build, the type of work you would like to do, and the people with whom you'd like to work
- Mentorship, with the goal of staffing you with local leadership to help you establish a support base
- And balance, focused on staffing junior colleagues with local clients to help you develop the expertise and network to serve those clients well over time

Read on for more information about our internal support network.

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'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—mentorship. 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 development group leader, a partner in your office who provides 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
- New hires are paired with peer buddies who introduce you to people in the office and help you build a network
- Each project is led by a team leader who provides coaching and training to team members





The support you need to grow

McKinsey invests more than \$200 million in learning and development programs each year, and many consultants describe these programs as a highlight of their time at the firm. In addition to the training all consultants receive, women can participate in women-specific learning programs. These are offered at each stage of your career to prepare for what comes next; 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

- Insight: Presence with Purpose – coaches pre-associates and associates to communicate effectively
- Women's Leadership Workshop – initiates a strengths-based leadership discussion for new team leaders
- Pathway to Partner – helps senior team leaders understand what it takes to make partner and craft their leadership vision

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. 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.

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 parents as they prepare for and return from parental 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 up to ten weeks of unpaid time off each year to pursue either personal or educational interests. 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, reducing the pressure to fulfill requirements for the next role.



Flex Facts

Flexible programs have been offered for nearly 30 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 partners or associate partners and one out of eight female engagement managers currently participate in a flexible option





“I started using both Pace and Take 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.”

—Ayumi, Associate, Tokyo



“I used Take Time to spend eight weeks exploring remote surf breaks and islands in Indonesia. The trip was fantastic, and stepping out of the daily routine gives room for new ideas and perspectives.”

—Lars, Engagement Manager, Copenhagen



“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.”

—Sara, Partner, Atlanta



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