


# 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

Transitioning to and from client service can be challenging for anyone, especially for those taking parental leave. Our Ramp Off, Ramp On program helps make the transition easier. Led by female and male 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 benefits<sup>1</sup>

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

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

Best-in-class medical insurance, including IVF coverage and elective egg preservation

Adoption assistance benefits

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

*Being a Dad at McKinsey Volumes I and II*: A collection of inspirational stories and tactical tips from McKinsey dads

An on-line network and email list for women to connect with and get advice from their peers about motherhood at McKinsey. 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



**Angela**

Partner  
London

**“The flexibility here has allowed me to lead an exciting career as a happy mother of two wonderful children.”**



**Guy**

Associate Partner  
New York

**“McKinsey allows me the flexibility to schedule my work around my family, so I'm with them both when they need me and when I need them.”**



**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**

<sup>1</sup>US Specific