

BCG

THE BOSTON CONSULTING GROUP

RETURN TO BCG PROGRAM
SUPPORTING HIGH-PERFORMING
ALUMNAE IN THEIR RETURN TO BCG

BUILD. CONNECT. GROW. [BCG.COM/
CAREERS](https://www.bcg.com/careers)

RETURN TO BCG PROGRAM SUPPORTING HIGH-PERFORMING ALUMNAE IN THEIR RETURN TO BCG



BCG is proud to introduce the Return to BCG program for high-performing alumnae. The program provides formal support and structure for women who have left the consulting track and wish to return to the BCG community to help solve our clients' most complex problems."



Matt Krentz *Senior Partner & Managing Director, Global People Chair / Chicago*



Our global program ensures that you have the support you need to make the next chapter of your BCG career sustainable and fulfilling.

As a BCG alumna, you are familiar with the elements of the consulting experience—the challenging and rewarding casework, the unparalleled learning environment, and our unique apprenticeship model, to name a few.

And BCG has been evolving to meet the needs of our women and men. Our Predictability, Teaming, and Open Communication (PTO) program is a global model that makes work easier to predict, schedules easier to plan, and careers more satisfying in the long term.

We've also developed formal flexibility programs that allow for reduced hours, leaves of absence, and one-of-a-kind learning and immersion experiences.

Now, we invite you to once more tackle the most challenging problems, collaborate with talented and fast-moving teams, and have a positive and sustained impact on how our clients do business.

Our global Return to BCG program will give you the support you need to once again make a difference in the way that only being part of BCG can.

Customize your return to fit your past experiences, your present needs, and how you wish to structure your career.

GUIDING PILLARS OF THE PROGRAM



Sponsorship and mentorship

Through formal and informal sponsorship and mentorship, you will garner the support you need to build your BCG brand and platform.



Learning and development

You have gained new skills in your time away from the BCG consulting team—so we strive to create a personalized learning experience tailored to your career.



Executive coaching

BCG will provide one-on-one executive coaching to help you develop YOU—from leadership skills to relationship building to career planning.



CDC advising support

Your CDC/PDC advisor will have the background needed to communicate the value of your postconsulting experiences and skills.



Peer cohorts

You will be connected with other returning BCGers to form a network and with members of your practice area to help you build valuable relationships and support.

CUSTOMIZED OFFERINGS



Tenure credit

We will work together to ensure that you are appropriately recognized for your post-BCG experience and expertise.



Gradual integration

You own your path—and will help craft the intensity of your ramp-up and successful return to client work.



Flex@BCG

We recognize the need for career flexibility. We have a formal program that designs options for reduced hours and leaves of absence.

EXCEPTIONAL COLLEAGUES.
CLIENTS, CHALLENGES,
AND GROWTH LIKE
NO OTHER CAREER.
RETURN TO BCG.



Wendy MacKay
BCG Sydney

/2007: Project leader

/2007–2016: Left BCG to join one of Australia's largest real estate companies

/2016: Returned as a principal, focusing on financial services and real estate

“BCG is highly committed to finding ways to make a career with the firm possible for everyone.”

Q WHY DID YOU LEAVE BCG?

A My background is in urban planning and sustainability. After earning my MBA, I joined BCG to broaden my horizons—and was not disappointed. The first couple of years exposed me to sectors ranging from wealth management to agriculture and to projects stretching from growth strategies to operations. I left the firm to follow one of my favorite BCG partners to a large real-estate company. For eight years I worked in senior strategy and line management. It was great to apply my consulting skills in a different context.

Q WHAT DID YOU MISS ABOUT BEING A CONSULTANT AT BCG? WHAT MOTIVATED YOU TO COME BACK?

A I missed the projects and being surrounded by exceptionally clever, motivated people who continually challenge you to do things you never imagined you could do.

Q WHAT WERE YOUR INITIAL CONCERNS ABOUT RETURNING TO CONSULTING?

A Balancing work and other commitments gets much harder when you have kids. My main concern was the ability to juggle an intense consulting role with raising two young children.

Q HOW HAVE YOU BEEN SUPPORTED SINCE YOUR RETURN?

A BCG is highly committed to finding ways to make a career with the firm possible for everyone. This was a key factor in my return. BCG has given me fantastic support through the managing partner for Australia and New Zealand, practice area partners, my business partner, my career development advisor, and my case teams.

Q WHAT WAS THE MOST IMPORTANT SUPPORT YOU RECEIVED ON RETURNING?

A Two things have been most important for me: (1) senior management's commitment to staffing me on local cases, and (2) the willingness of my case teams to embrace the idea that outside of core office hours, it doesn't matter where and when you work as long as you get the job done.

Q HOW DID YOUR TIME AWAY FROM BCG ADD VALUE WHEN YOU CAME BACK?

A Being the client gives you a much better appreciation of what's most important and how hard it really is to make things happen.



Adriana Dahik
BCG San Francisco

/2008–2010: Consultant

/2010–2013: Left BCG to join Cemex

/2013: Returned as a project leader

“ In a way it felt like I’d never left. ”

Q WHAT DID YOU DO WHEN YOU LEFT BCG?

A I worked in Costa Rica for my pre-MBA employer, Cemex, as manager of commercial development and corporate relations, which included commercial intelligence, marketing, communications, and corporate social responsibility. The person who hired me was a BCG alumnus leading the company’s Costa Rican operation. Five minutes into our first conversation we were both sketching out corporate strategy.

Q WHY DID YOU DECIDE TO LEAVE BCG?

A I needed to be closer to my family. Also, I wasn’t sure consulting was a long-term career for me. Several people told me I enjoyed the job more than I realized. I guess they were right, because now I’m back at BCG!

Q WHAT DID YOU MISS ABOUT BCG THAT MADE YOU DECIDE TO RETURN?

A I treasure my years working in industry. But I missed the kind of problems we tackle at BCG. I also missed BCG’s people and realized I truly enjoy the nature of client service work. All these reasons brought me back.

Q DID YOU HAVE ANY INITIAL CONCERNS ABOUT RETURNING TO BCG?

A Because I left as a consultant and came back as a project leader, at first I did have concerns about being in a role I hadn’t been in before. At Cemex I’d been a team manager, though, so at least that part of the job was very familiar.

Q WHAT KIND OF SUPPORT DID YOU RECEIVE ON RETURNING? WHAT HAS BEEN MOST VALUABLE?

A In a way it felt like I’d never left. I came back to the same office I worked in before, and several partners played a key role in my reintegration. In my first case back I worked with a partner I knew very well. He was incredibly supportive and helped me make that experience successful.

Q HOW DID YOUR TIME AWAY FROM BCG ADD VALUE WHEN YOU CAME BACK?

A It gave me more ways to understand our clients’ needs. I had to manage my own budget, face budget cuts, and execute strategies. When clients go through these things and I tell them I’ve been in their shoes, I have a different type of credibility with them. I believe the experience has made me a more effective consultant.



Mariam Jaafar
BCG Singapore

/2012: Principal

/2012–2013: Left BCG to join an international private bank

/2013: Returned as a principal

“ I missed client service... I also missed BCG’s entrepreneurial spirit. ”

Q WHY DID YOU DECIDE TO LEAVE BCG?

A Having worked in venture capital and private equity before getting my MBA, and at BCG after, I wanted to experience working in a big corporation. I had a unique opportunity to become chief of staff and head of strategy for the Asia business of an international private bank, where I worked directly with the CEO and was part of the management committee of a rapidly growing player in a rapidly growing space. After a few months I was appointed COO.

Q WHAT DID YOU MISS ABOUT BCG THAT MADE YOU DECIDE TO RETURN?

A I missed client service. As COO, I had only internal clients. I also missed BCG’s entrepreneurial spirit. And of course, I missed being surrounded by people who are incredibly smart and driven but also really nice and humble and simply committed to doing their best and making a difference always.

Q DID YOU HAVE ANY INITIAL CONCERNS ABOUT RETURNING TO BCG?

A My primary concern was rebuilding my commercial platform. In my time away I learned that being in the C-suite is probably no less demanding than being at BCG.

Q WHAT KIND OF SUPPORT DID YOU RECEIVE ON RETURNING? WHAT HAS BEEN MOST VALUABLE?

A The biggest help was having a sponsor who asked me to pursue a new client for BCG with him—and having the support of the broader partner group, especially the Kuala Lumpur partners. BCG had decided to invest in this client, so I was able to focus on building the relationship. I also had great case teams that were committed to making the relationship successful.

Q HOW DID YOUR TIME AWAY FROM BCG ADD VALUE WHEN YOU CAME BACK?

A It’s given me a much better understanding of why change can be difficult and what’s really important from a client’s point of view.



Shira Raber
BCG Amsterdam / Sydney

/2014: Project leader in Amsterdam

/2014–2016: Left BCG to join Helping Australia

/2016: Returned as a project leader in Sydney

“ I now understand why clients might tell us something makes sense in theory but not in practice. ”

Q WHAT DID YOU DO WHEN YOU LEFT BCG?

A I was managing director of Helping Australia, a start-up owned by Rocket Internet. Helping is a marketplace for domestic cleaners and their customers. It launched in Germany in 2014 and rapidly expanded to 14 countries.

Q WHY DID YOU DECIDE TO LEAVE BCG?

A I joined BCG in Amsterdam straight out of university. For four-and-a-half years I helped clients with a wide range of questions in various industries and multiple countries. When I made project leader, my restless character started to wonder what else was out there. I was curious about working in industry.

Q WHAT DID YOU MISS ABOUT BCG THAT MADE YOU DECIDE TO RETURN?

A I really missed the smart, fun people and working with a variety of clients and problems. I enjoyed my time in a start-up, but after less than two years the learning curve had stagnated and I realized I was spending most of my time running the business instead of building it. I missed the challenge of solving intellectually complicated questions.

Q WHAT KIND OF SUPPORT DID YOU RECEIVE ON RETURNING? WHAT HAS BEEN MOST VALUABLE?

A Before returning, I shared my concerns about returning as a project leader in a country I was still getting to know, with two partners in the Sydney office. They were a great support. I was assigned a buddy project leader who gave me valuable insights into my new position. I also started at the same time as a batch of new hires and was able to meet a lot of new colleagues at once.

Q HOW DID YOUR TIME AWAY FROM BCG ADD VALUE WHEN YOU CAME BACK?

A At BCG we're used to working with very smart, intrinsically motivated people. Working in the outside world showed me the challenge of stimulating a team with varying capabilities. I'm much better prepared now to work with junior client teams and to coach my associates and consultants on how to work with them. I also have much more productive conversations with senior clients about what's effective and what isn't. I now understand why clients might tell us that something makes sense in theory but not in practice. I'm much more pragmatic these days, going for 80% but making sure it gets implemented, rather than striving for 100% and risking limited impact.

JOIN US

If you are interested in applying to the program, please contact Daniel Gomez (gomez.daniel@bcg.com).

Include your updated curriculum vitae and a letter summarizing your relevant experience outside BCG, why you would like to return, and the office or offices you would like to apply to.

If the relevant BCG offices identify a match with their present or future needs, they will contact you to set up a tailored interview process that will take into account your BCG experience and knowledge as well as the skills and experience gained while you were away.

BCG

THE BOSTON CONSULTING GROUP