

Making an Impact

A Career with L.E.K. Consulting







Some problems have obvious solutions. . .

Whether large or small, global or local, mature or emerging, companies worldwide rely on consulting firms to help them address their most critical challenges and opportunities.

Business leaders face a myriad of issues, some of which are urgent but have straight-forward solutions. Others are more complex but are not necessarily critical to the company's long-term success.

Then there are the challenges that seem intractable, require solutions that are completely counter-intuitive, or are so crucial that they demand the greatest certainty possible.

. . . we deal with the ones that don't

L.E.K. Consulting is a global management consulting firm that addresses the most complex commercial issues for some of the world's most successful companies.

Our teams combine deep industry expertise and sophisticated analysis to create game-changing insights and practical solutions that deliver real impact.

Clients come to us time and again because we have proven to be an insightful expert and a trusted partner. We are uncompromising in our approach to helping them consistently make better decisions, deliver improved business performance and create greater shareholder returns.

What We Do

L.E.K. advises the world's largest private and public sector organisations, private equity firms, and smaller, more entrepreneurial businesses on their most complex commercial challenges. Backed by more than 1,000 professionals located across five continents, our worldwide presence positions us for continued growth.

L.E.K.'s portfolio of services includes Strategy, Mergers & Acquisitions (M&A), Operations and Marketing & Sales. We have expertise in a wide range of industries, including healthcare, energy, industrials, retail & consumer products, financial services and transportation.

Clients rely on us to define the optimal solutions for their challenges and opportunities by drawing on our core capabilities of research, benchmarking, modelling, analysis and strategy development. Our teams consistently produce results that exceed client expectations, enabling them to make critical decisions with greater certainty.

The results we achieve, and how we achieve them, explain why more than 90 percent of our engagements originate from previous clients or referrals.

What We Look For

Our dynamic, fast-paced work environment puts a premium on teamwork, communication, flexibility, and creative thinking. We don't use a rigid checklist; instead, we look for a combination of attributes that provide a solid foundation for a successful consulting career at L.E.K.

Outstanding academic achievement: Do you race up new learning curves, delight in complex problems, and strive for fresh insight?

Analytical ability: Do you quickly identify the heart of a problem, draw insight from rigorous analysis, and use data to support unexpected solutions to difficult problems?

Demonstrated leadership: Do you inspire and motivate others? Leadership can take many forms, whether through school, work, extracurricular experiences, or other passions.

Collaborative approach: Do you share facts and insights and interact effectively with different personalities and cultures? The ability to work effectively with a team is key to your success at L.E.K.

Intellectual curiosity: Do you have a passion for learning? Learning at L.E.K. happens every day.

Case study: Defining an Offshore wind strategy.

L.E.K. was engaged to define a go-to-market strategy and roadmap to address the booming offshore wind market.

The project involved assessing market potential to identify the most promising segments, mapping the main stakeholders / routes to market and conducting a thorough 'Voice of the Customer' programme to understand utilities' needs and requirements.

Based on the feedback, we developed an innovative and comprehensive market entry strategy that would enable rapid implementation as well as quickly gain momentum (turbine technology, financial scheme, commissioning, aftersales services, etc.).

Our work included defining key technical specifications and technological outline for the new wind turbine generator including the turbine size, drive train technology, pitch control type, redundancies, and other technical improvements to address needs identified during the 'Voice of the Customer' stage.

**Profile: Associate**

My career at L.E.K. started with an internship. From the beginning, the work has been challenging and interesting and there have been plenty of opportunities for me to step up to the plate. I had the chance to dive into multiple fields, from automotive components and debt collection to diagnostic imaging and haemodialysis equipment – this variety is what I like about my work here. Even more important for me when I joined L.E.K. as a full-time Associate was the team I work with – a set of very unique and sharp-minded people who are more than mere colleagues to me.

Tim

Associate, Munich

B.Sc. in International Business Studies,
EBS University, Oestrich-Winkel,
Germany

B.Sc. in Business Administration,
Tongji University, Shanghai, China



Profile: Associate

L.E.K. was the right choice to start my career. Since joining the Paris office, I have explored a range of industries, worked on various strategy projects for corporate groups and on numerous due diligence projects for private equity firms. This has enabled me to develop a set of skills that will be essential for my future career, including research, data analysis, modelling and slide design. I continually learn new things through project experience, a consistent training programme and from my colleagues. The team spirit at L.E.K. prevails and I am surrounded by funny, kind and very smart people.

Laëtitia

Associate, Paris

Master of Engineering,
Ecole Centrale Paris

Master of Science in Management
Science and Engineering,
Columbia University

The L.E.K. Experience

At L.E.K., we develop professional skills and enhance performance through every stage of your career. You will work alongside unique but like-minded peers, contribute almost immediately to solving critical business challenges, and significantly expand your business knowledge and skills. Our open culture translates into frequent access to the firm's leaders. On projects, Partners spend more than 70 percent of their time working with Consultants and Associates, helping them to deliver their maximum impact.

New employees are assigned a senior-level mentor, who provides guidance on day-to-day project challenges and career decisions – offering advice and feedback on how to enhance consulting and management skills. In addition to professional guidance, mentors also ensure that each individual's experience is both enjoyable and rewarding.

Formal training begins immediately, with an orientation programme that introduces you to the firm and reviews the tools necessary to make a significant contribution on your first consulting project.

We supplement on-the-job learning with regular training throughout your L.E.K. career, covering detailed technical issues and analytical techniques, as well as general business and management topics. These courses help our professionals remain at the forefront of strategic thinking and maintain consistently high standards in our client work.

L.E.K. is committed to creating a positive work experience. The majority of client projects are conducted in our office and, combined with our many social activities, professionals develop a strong sense of camaraderie and long-term professional relationships.

Case study: Transforming a mid-tier global pharma into an industry leader with a diverse portfolio through an ambitious growth and acquisition plan.

Our client approached L.E.K. with an impending revenue 'cliff' due to loss of patent exclusivity on a number of key products. In fewer than 18 months, L.E.K. worked to transform the client into an industry leader with a diverse product pipeline, solid product portfolio and a clear vision for the future.

The L.E.K. Associate

For recent university graduates, L.E.K. offers the broadest business experience and most analytical skillset to prepare you for any future opportunity in business school, industry, non-profits and investment firms. Associates are crucial to the success of L.E.K. project teams. They are responsible for the comprehensive research, modelling and analysis that form the basis of each engagement. Under the guidance of senior team members, Associates collect data on markets, competitors and customers, and perform the first stage of in-depth strategic and financial analysis. This enables the team as a whole to evaluate trends, develop conclusions and prepare practical recommendations.

As they gain experience, Associates see their role expand and they become Associates Consultant after two years. At this stage, they assume a more active managerial role in overseeing the progress of a project and the work of new Associates. Career progression typically takes one of two paths: internal promotion is a consideration for many Associates, while others choose to move on to top international graduate schools or highly sought-after positions in a wide range of industries.

L.E.K. Career path



The L.E.K. Consultant

Recent MBA graduates will find that L.E.K. offers superior, diversified business training that prepares you for leadership and problem solving in any business organisation. You will see more business situations and solve more issues than your peers at other firms. L.E.K. recruits one Consultant for every two Associates, meaning Consultants assume immediate managerial responsibility, providing daily direction to their Associate teams to ensure exceptional research and analysis. They are expected to contribute significant thought leadership and oversee complex projects, breaking issues into discrete work modules.

Consultants are also responsible for turning analysis into actionable recommendations for the client, helping senior management adopt and implement the recommended strategy, including the challenging task of building consensus and commitment to the plan. In addition to case responsibilities, Consultants contribute to the management of the firm by participating in professional development for Associates, client business development, and recruiting new staff. Promotion to Director often occurs within two years, with consideration for promotion to Partner after an additional three to five years.

Case study: Validating the growth potential of a high-end glass manufacturer.

L.E.K. was asked validate an investment thesis as part of a potential acquisition in the glass bottle market. To assess the glass market, the project team analysed the world of wines and spirits and other end markets, examining their underlying dynamics (addressable market and sizing, key market drivers and forecast, etc). We also analysed the customer environment by evaluating the purchasing process and key purchasing criteria, and assessed the competitive intensity and the relative quality of the target's positioning. The client decided to proceed with the acquisition and later re-engaged L.E.K. to help revamp the company's marketing strategy.



Profile: Consultant

After three years with L.E.K. I left to complete my MBA at London Business School and have recently returned as a Consultant, which is proving to be a very fulfilling role. I am responsible for the day-to-day case process and oversee the work of the Associates in my team. I liaise directly with senior members of the case team and have regular interactions with the client. Every case is different in terms of team composition, focus and challenges, which ensures that I continue to develop my skills. I have regular meetings with my Career Development Coach to review my performance and discuss my career progression.

Anne

Consultant, London
BSc / MSc Chemistry,
École Normale Supérieure, Paris
PhD, Chemistry, University of Cambridge
MBA, London Business School

International Exposure

L.E.K. offers variety and opportunity beyond just the types of projects we conduct and the industries we serve. We also encourage staff to participate in our swap programme, with a six-month assignment to one of our offices in the Americas, Asia-Pacific or Europe. This experience offers a valuable grounding in the dynamics of international business and facilitates a deep understanding of L.E.K.'s culture and approach from a global perspective. The majority of L.E.K. engagements have an international component and many of our people have the opportunity to work on projects around the world.

Diversity & Inclusion

L.E.K. is committed to fostering a diverse and inclusive workplace in which all employees are respected and valued. Our workforce is diverse, representing a range of professional and personal backgrounds and more than 30 nationalities. We are dedicated to providing a workplace that enables all employees to fulfil their potential. The diversity among L.E.K. employees makes the firm a better place to work and allows us to meet the needs of our clients at the highest level.

Case study: Providing the analytical capability to enable an independent review of U.K. Defence equipment acquisition strategy.

L.E.K. was commissioned to conduct a performance review for the Ministry of Defence (MoD) addressing project delivery, the effectiveness of processes, structures and incentives used to deliver complex projects and the use of information and risk analysis in decision making. The report made 47 separate recommendations for improvement and is widely regarded as a radical and comprehensive review.

Alumni & School Networks

L.E.K. alumni have advanced their careers through prominent positions in the corporate, investment, non-profit and government sectors, where they apply the skills they developed at L.E.K. to improve the performance of other organisations. We are committed to building lifelong relationships with our alumni through a dedicated Alumni Network, which includes an alumni website, newsletters and invitations to L.E.K. networking events. The friendships and professional relationships fostered while working at L.E.K. last for many years and serve alumni well as they pursue their careers.

L.E.K. has established relationships with premier universities around the world, building a reputation for developing strong graduate school candidates. Many of our Associates go on to top-tier business and other programmes – such as INSEAD, London Business School, Harvard, Stanford, University of Chicago, Wharton and Kellogg – testifying to the excellence of our training and on-the-job experience.

Social impact

As a multinational organization serving companies all over the world, we recognise the role that we can play in developing and investing in local communities. And as an employer, we also appreciate the importance of setting internal policies and goals that are socially responsible. Our Social Responsibility Program encompasses a wide range of activities, from pro bono consulting to volunteer support for charitable organisations.

Profile: Alumni

I started my career at L.E.K. Consulting in Paris after graduating from ESSEC business school. The projects I worked on for almost eight years at L.E.K. were strategic and high profile, short time-framed and on multiple industries. They helped me develop my technical and analytical skills as well as my management competencies. I had the opportunity to fulfill my learning aspirations by completing an MBA at INSEAD and by working for various L.E.K. offices worldwide, including an office swap in Sydney, Australia.

L.E.K. taught me to reach the best solution for each situation by relying on structured, fact-based insights. My years at L.E.K. allowed me to build an extensive base of technical and sector knowledge, and also gave me valuable experience in leading teams and managing people, skills which are key in my current position.

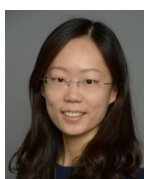
I left L.E.K. as a Manager.

Anne Laure Klein

Group Strategy Director,
Carrefour



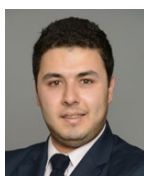
We welcome graduates from a wide range of European and international schools (selection of Paris team members)



Yuhua
Sciences Po Paris /
Master HEC & Polytechnique
Associate 1



Yahya
Polytechnique /
Mines ParisTech
Associate 2



Amine
Centrale Paris
Associate 2



Marjorie
Sciences Po Paris
Associate 2



Simon
Ecole des Ponts ParisTech
Associate Consultant



Ronan
ENS Cachan / PhD CNRS
Senior Associate Consultant



Andrea
EMLyon
Consultant



Olivier
Sciences Po Paris / HEC
Consultant



Servane
ENSAM /
Imperial College London
Master HEC
Consultant



Adeline
HEC
Consultant



Nick
Cal Poly Pomona (USA) /
HEC MBA
Director



Nohmie
ESSEC
Director



Stephane
Centrale Lyon
Director



Maxime
ESCP
Principal

L.E.K. Consulting is an exceptional organisation committed to delivering exceptional results

L.E.K. offers all the benefits of a large, multinational organisation with the advantages of being part of a close team working in an approachable, collaborative and supportive environment.

On joining the firm, you'll be surrounded by highly motivated, high-achieving professionals who strive to have a transformational impact every day.

The experience and responsibility you gain during your career at L.E.K. is unparalleled. You'll build the foundation for business, analytics and people management skills that will help you grow at our firm and beyond.

We're a firm with rich, wide-ranging and rewarding opportunities for you to learn, gain experience and advance. There are no limits to how you can grow and the opportunities that you can explore.

Find out more about opportunities with
L.E.K. Consulting at <http://www.lek.com/join-lek>

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Munich
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San Francisco
São Paulo
Seoul
Shanghai

Singapore
Sydney
Tokyo
Wroclaw

The L.E.K. logo consists of the letters 'L.E.K.' in a white, serif font, set against a dark green square background.

L.E.K.
