

**OUR CONSULTING ROLES** ANALYST **ASSOCIATE** SENIOR ASSOCIATE MANAGER ASSOCIATE PARTNER PARTNER Leads multiple Manages increasing

from start to finish,

leading and

facilitating

client and team

complexity and

scope of work,

supporting the

nanager to drive

results

projects and helps

develop new

business within

current and new

clients and shapes

the firm's strategy

People and client

leader, overseeing

multiple projects

and driving firm

strategy

Takes on full

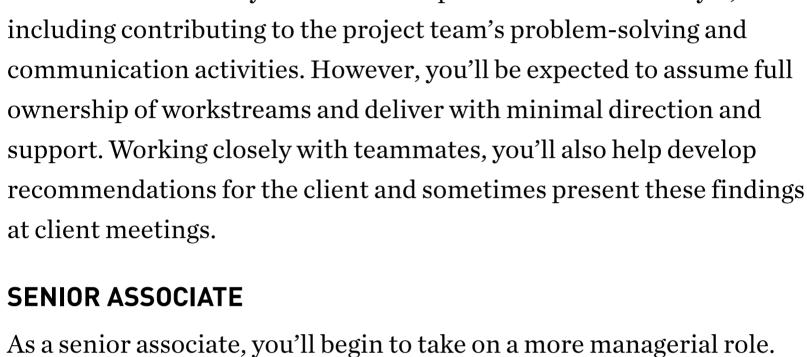
ownership for a

direction

communication activities. You'll also assume full ownership of assigned analyses and workstreams, receiving a moderate level of direction and support while helping teammates address client needs. Sign up for our newsletter to get new strategy insights **②** 

An analyst is an essential part of the project team at Innosight. Your

primary role will be contributing to the team's problem-solving and



Your main responsibility will be supporting the manager of the project

team. In addition, you'll structure a work plan and storyline around a

successful completion. You'll develop and execute detailed work plans

— including leading problem structuring, analysis and problem solving

partners on managerial issues. Finally, you'll have considerable client

exposure and lead/facilitate meetings with the client and your team.

while also collaborating with Innosight associate partners and

workstream, including guiding problem solving.

of formal training and one-on-one mentorship:

applying Innosight frameworks

matter what the firm

team, client and firm

**NEW-HIRE BOOTCAMP** 

on a recent client engagement.

Innosight.

### — and manage the day-to-day work of the project team. As a leader in the firm, you'll manage, help develop and mentor junior consultants

**APPLY NOW** → LEARNING AND PROFESSIONAL DEVELOPMENT We're just as committed to your professional success as you are. That's why continuous learning and professional development are central to the Innosight experience.

experience, you will participate in our new-hire bootcamp. This sevenday learning program (four days for interns) will give you the basic

Innosight approach to pursuing new growth opportunities, building new ventures and capabilities, and accelerating organizational change. You'll learn by doing, working as part of a team to crack a case modeled

**MENTORSHIP AND ADVISING** 

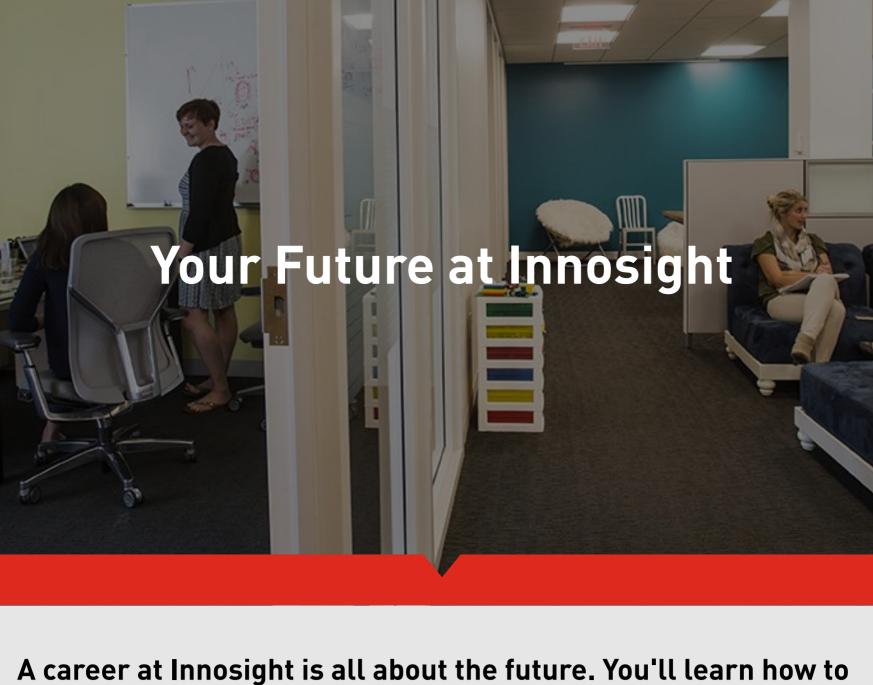
job. We've created a culture where all team members should feel free to request — and offer — real-time feedback on project performance. Also, we encourage you to develop informal mentoring relationships with managers, associate partners and partners.

along with project management and leadership skills. In addition, we

toward job-related courses, books and seminars.

client management and firm leadership.

regularly host learning events to bring in outside perspectives to inform and inspire our work. If you have a particular initiative you'd like to explore on your own, you'll be able to leverage professional development funds to apply



Plays a critical role

as a core team

member, fully

owning assigned

analyses

**ANALYST** 

**ASSOCIATE** An associate has many of the same responsibilities as an analyst,

## **MANAGER** A manager is responsible for overseeing a project from start to

During your time here, you'll develop skills like these through a blend

▶ Core consulting: the fundamentals of being a consultant, no

▶ **Innosight consulting:** driving impact by understanding and

Leadership: leading with a professional presence across all

Here's a closer look at learning and professional development at

Whether you're brand new to consulting or have several years of

▶ **Management:** managing yourself along with the activities of the

contexts, including relationship management and negotiations

tools you need to start contributing on project teams right away. Bootcamp will enhance your core problem-solving skills and clarify the

Upon joining Innosight, you'll be assigned a peer mentor and a development leader. Your peer mentor will be a useful resource as you ramp up, helping you navigate the firm and understand your role. Over time, you'll find that much of the learning here happens on the

shape a brighter future for companies by helping them grow and innovate. And you'll develop capabilities that will position you for success, no matter what future you choose to create. Our culture is rooted in collaboration, not competition. On every project, we focus on not only meeting the client's goals, but also ensuring team members realize their personal growth opportunities. By helping one another thrive professionally, we strengthen the firm as a whole. At Innosight, you'll travel a career path that rewards individual merit above all else. You won't have to spend a predetermined number of years in a position before earning promotion. If you perform, advancement will follow. Some analysts have been promoted to associate after one year, others after three years. We recognize that people develop at different paces.

Your development leader is the manager or associate partner who will handle your evaluations and serve as a formal advisor on your longterm personal development.

PROGRAMS, EVENTS AND INDIVIDUAL INITIATIVES As your career progresses, you'll participate in a series of professional development programs designed to improve your executive presence

**ADVANCED PROFESSIONAL DEVELOPMENT PROGRAMS** For consultants who grow into the associate partner and partner roles,

we host programs focusing on issues such as business development,

Careers



# Meet Aisaku Pradhan Manager and Photographer

"Our people come from a wide range of backgrounds, and that variety creates room for creativity."

**ALL ABOUT IDEAS** 

One big reason I chose to work at Innosight is our focus on helping companies grow their existing ideas or come up with new ideas that we help them grow. You get a lot of practice understanding how to conceive an idea, convince others that it's a good idea and build out that idea into something that's compelling, complete and a foundation you can build upon. And just as important, you learn what to do when something doesn't succeed — knowing when to step away before spending too much time and resources on it.

## I studied engineering in college, and I hold a design patent for a device

A PATENT, QUANTUM DOTS AND OTHER WEIRD CREDENTIALS

that improves the accessibility of multifunctional printers for people who are blind. I'm far from the only one at Innosight who has a weird credential like that on my résumé. For example, there's a partner here who did his Ph.D. presentation on quantum dots, which are tiny, unstable pieces of the universe. Our people come from a wide range of backgrounds, and that variety creates room for creativity. It's really cool that a relatively small firm has that kind of variety.

## century or so, but it will in the next couple of decades. Going to a gas

**HELPING A CLIENT CONFRONT CHANGE** 

station to fill up the tank, even owning a car — those things will become less and less common. We've worked with the CEO and executive team of an automotive company to help them understand what the future of their industry will look like. We've also helped them refine their strategy for what they want their company to be in response.

BITTEN BY THE TRAVEL BUG

I've had great opportunities to travel at Innosight. The first project I

The automotive industry hasn't changed dramatically in the last

## worked on here took me all over Europe and the U.S. In 2015, I spent a good chunk of the year working for a company with operations in

Belgium. I really enjoy experiences like that. It's a chance to see different parts of the world and interact with different types of work cultures. You get to see things and have experiences that you wouldn't as a tourist.

LIFE THROUGH A DIFFERENT LENS

## In college, I started working with imaging equipment for a small

military contractor. I got to use some of the best professional cameras out there. I began borrowing cameras and using them on my own time to learn how they worked. I fell in love with the idea that you could capture a moment in time forever, and do it in a way that reflects how you want that moment to be captured. Back then, I did a lot of urban landscapes — large-scale stuff. Now I do a lot of urban sidewalk photography, which is on a smaller scale and fits right in with my daily habit of wandering around the city in Boston.

JOINED INNOSIGHT AS Analyst, 2010

LOCATION

Boston

**Careers** 



# Meet Andy Parker Partner and Sports Nut

"Everyone is crazy intelligent, with a little quirkiness thrown in "

## I am from the UK and have always looked to maximize my travel to

**COMING TO SINGAPORE** 

interesting places. In 2011, I was working in London for Accenture and heard about an opportunity at their Innovation Center in Singapore. While I'd never actually been to Singapore, I hopped on a plane and went there ready for the next adventure. Despite occasional moments early on where I questioned the decision, I can look back now and say I have truly loved my time here. I have made life-long friends and was even lucky enough to meet the woman who became my wife.

## While I was thinking about what would come next in my career, a

**NEXT UP: INNOSIGHT** 

recruiter contacted me about Innosight. I did my research and loved what I read. The interview process was pretty extensive; I remember the recruiter sending me résumés of the people I'd be interviewing with. I was blown away by their credentials and achievements. I knew I'd be joining a high-caliber organization. I was also taken by the kind of work I'd be able to do here — helping companies grow rather than IT business cases, outsourcing jobs, trimming costs, etc. It's been everything I'd hoped for.

## knit family. We have people who are Indian, Canadian, Finnish, American, Danish, English and, of course, Singaporean. Everyone is

THE SINGAPORE TEAM

crazy intelligent, with a little quirkiness thrown in. Which means lunch conversations can be a bit odd; you learn about a wide range of things that aren't necessarily useful in life, but are certainly interesting. A SMALLER FIRM THAT THINKS BIG

At a large consulting firm, you have more protection. That is, there's

usually someone else in the firm, somewhere in the world, who has

We have 12 people working in our Singapore office. It's a small, close-

## already done what you're trying to do. You can email someone a

question, and you'll wake up the next morning with a reply in your inbox. At Innosight, you're a little more on your own. That's a good thing, an opportunity for growth. You have to get out there and solve problems by yourself and with your teammates. And while Innosight is on the smaller side, we really punch above our weight. For a 100person company, it's quite a brand. **TAKING IT SLOW** 

I'm very lucky to have been to over 60 countries. When I was younger, I thought I had to cram everything into each day. Now that I'm in my mid-30s, I much more appreciate standing still a bit. Sometimes you have to take the afternoon off. Slow down — you might see something interesting, meet someone interesting.

A PASSION FOR THE PITCH (EVEN IF FROM AN ARMCHAIR) I'm absolutely sports-crazy; it's my No. 1 passion in life. I spend way too much time following sport — football, cricket and rugby are my top three. I've largely transitioned from being on the pitch to watching on my armchair. My wife goes a little crazy with the amount of sport I'm able to consume, but she thinks it's a lot better than some of the

hobbies I could have.

**JOINED INNOSIGHT AS** 

Senior Associate, 2013

LOCATION

Singapore