



# THE PARTHENON GROUP

2014 TOP 50 CONSULTING FIRM



## RANKED IN TOP 10 CONSULTING FIRMS TO WORK FOR

### REWARDS

- #6 Compensation
- #8 Benefits

### OPPORTUNITIES

- #6 Hiring Process
- #7 Ability to Challenge
- #7 Promotion Policies
- #8 Internal Mobility

### CULTURE

- #6 Selectivity
- #7 Firm Culture
- #9 Travel Requirements

### DIVERSITY

- #13 Diversity for Women
- #15 Diversity for LGBT

## THE SCOOP

### Temple of Consulting Expertise

The Parthenon Group is a business strategy consulting firm with expertise in corporate strategy, private equity, education and healthcare. Founded in 1991 by William Achtmeyer and John Rutheford, the firm's 250-plus consultants operate out of offices in Boston, San Francisco, London, Mumbai and Shanghai. Parthenon's clients include Global 1000 corporations (e.g., ThomsonReuters and eBay), as well as high-potential growth companies, private equity clients, healthcare and education clients, and nonprofit groups.

### In it for Life

The Parthenon Group's approach to business is to form "life-long partnerships" with clients—and it pays more than just lip service to that mantra. As one of the original innovators of "at risk" consulting, the firm has offered unconventional risk-sharing payment structures, including offering services in exchange for equity and success fees. Traditional billing is available to clients, but Parthenon says it works best when accountability is highest and when it has a personal commitment to achieving results for a client.

### A Different Kind of Capital

The Parthenon Group is as proud of its ability to produce intellectual capital as it is of its ability to produce spending capital. The firm regularly produces scholarly materials on business trends and insights. The *Parthenon Perspectives* include the firm's point-of-view on different aspects of the firm's target industries and businesses.

### Helping by Example

Parthenon Chairman Achtmeyer sets a good example for his staff when it comes to philanthropic causes. In addition to managing his firm, Achtmeyer is also the former chairman of the Massachusetts Society for the Prevention of Cruelty to Children, and is currently the Chairman of Tenacity, an Overseer at the Museum of Fine Arts, a Governor for the Handel and Haydn Society and a Trustee of the Boston Symphony Orchestra. He has instilled the same kind of commitment to charity work at his firm, which, since 1993, has contributed over \$4 million to charitable causes. Achtmeyer also leads by example by being a frequent participant in the numerous charitable events, fundraising competitions and days of service in which all of the office get involved.

## FIRM INFO

### CONTACT INFO

The Parthenon Group  
50 Rowes Wharf  
Boston, MA 02110  
Phone: (617) 478-2550  
[www.parthenon.com](http://www.parthenon.com)

### U.S. LOCATIONS

Boston, MA (HQ)  
San Francisco, CA

### WORLDWIDE LOCATIONS

London  
Mumbai  
Shanghai

### PRACTICE AREAS

Consumer • Education • Healthcare •  
Industrial • Information and Media •  
Private Equity

### THE STATS

**Employer Type:** Private Company  
**Chairman & Managing Partner:**  
William F. Achtmeyer  
**2013 Employees:** 250

### EMPLOYMENT CONTACT

[recruiting@parthenon.com](mailto:recruiting@parthenon.com)



## VAULT VERDICT

Parthenon insiders are a very satisfied bunch of consultants, who relish the ability to pursue careers in strategy in a supportive environment with plenty of opportunities to take ownership of their workstreams. The firm's size comes with all of the benefits typically associated with boutiques—low travel model, tight-knit culture, regular stretch opportunities—but few of the drawbacks. Crucially, salaries, perks and benefits at the firm seem to be on par, if not better, than at most industry competitors—a key factor in attracting and retaining the talent the firm requires.

Those seeking to make it through the competitive hiring process should be advised that it's no cakewalk—in addition to the analytical ability prized by most firms in the industry, Parthenon places a serious emphasis on a candidate's personality, prioritizing those who are “smart, nice and driven.” If this sounds like a description that fits what you are looking for, chances are Parthenon might be a good fit for you.

## OUR SURVEY SAYS

- “Parthenon has exceeded all expectations in providing an incredible environment for me to grow into a business professional with a strong breadth and depth of experience.”
- “Firm culture is extremely strong and given the firm's size there is a lot of personal attention given to each employee. Senior members of the firm go out of their way to interact with consultants and assist them in their career goals and ambitions.”
- “The culture is fantastic. The firm feels like a family, really. This culture stems in part from our travel-as-needed model, so that most consultants are in the office five days a week.”
- “Parthenon's culture is incredible and supports a vibrant atmosphere at work which makes being at work a very enjoyable experience. Even when work is very busy, there's never a day that I wake up and dread going back to the office. Parthenon's culture and firm openness also gives firm members visibility into the stresses and challenges that people are facing at times, and it supports firm members being proactive about adjusting accordingly to provide better work-life balance.”
- “Because Parthenon typically works on a dual-case model, I have gained experience across many industries over the past three years. Having broad exposure across a large number of industries has made me a much better generalist.”
- “Our informal training and mentoring is really helpful. We have a non-competitive environment (consultants are promoted based on their own skills, not on how they compare to others), so everyone helps each other out, and feels comfortable asking questions and seeking advice.”
- “Parthenon gives out larger performance bonuses than the industry average. It's motivating to know that if you work hard and do well, you'll be recognized and rewarded for it.”
- “Parthenon has some very promising growth potential, especially in Healthcare, Retail, Industrial Practice areas, which are growing rapidly this year. Our Education Practice continues to be ‘world class’ and our Private Equity Practice is booming as more and more deal activity flows.”
- “Our partners are all innovative thought leaders across the board. With their leadership, and the recent acquisition of a smaller consulting firm in Shanghai, I believe Parthenon to be very well positioned to grow.”
- “Parthenon is looking for candidates who are bright, intellectually curious, friendly, and driven to succeed. When evaluating a candidate, I often ask myself, ‘Would I want this person on my team? Do they have the intellectual horsepower to do the job? Are they driven enough to stay committed even when the work is hard or the hours are long, and are they a team player?’”
- “Despite being a smaller firm, Parthenon has devoted significant resources to recruiting and retaining diverse applicants. As a female minority, I have always felt comfortable at Parthenon and found great mentors here.”
- “Philanthropy and non-profit causes are at the top of our Chairman's agenda. We support many organizations, both through staff resources and monetary contributions. It's amazing to see how many organizations we're involved with in a given year and the energy the firm and its members put into helping those causes.”
- “Our firm holds an annual Women in Business (WIB) conference, which is always very well received. We recently had a series of WIB discussions that involved the male members of the firm as well—it was an eye-opening discussion, and I believe everyone at Parthenon is conscious of and sensitive to issues that affect women in the workplace. As a woman, I find it a very balanced place to work.”