Category

Consulting

Consulting Talent Pyramid & Career Progression Playbook

Building clear, consistently applied promotion criteria that consultants can actually plan their careers against

- Executive
- Intermediate
- Template Included

- Mithun A. Sridharan

- 03 March 2025
- 4 minute(s)

Overview

A framework for designing consulting firm career progression — goals, feedback cadence, and promotion readiness criteria — specific and consistent enough that consultants can genuinely understand and plan against what advancement requires, rather than a promotion process that feels opaque or inconsistently applied.

Why does promotion criteria opacity matter for a consulting firm

specifically? Consulting firms depend heavily on a healthy talent pyramid — enough junior talent developing into senior roles — and opaque or inconsistent promotion criteria is one of the most common drivers of talented consultant attrition, directly threatening that pyramid health.

How specific should promotion criteria actually be?

Specific enough that two different evaluators would reach the same conclusion about whether a given consultant meets the bar — vague criteria ("shows leadership potential") invite inconsistent application that erodes trust in the process.

{ "@context": "https://schema.org", "@type": "FAQPage", "mainEntity": [{ "@type": "Question", "name": "Why does promotion criteria opacity matter for a consulting firm", "acceptedAnswer": { "@type": "Answer", "text": "specifically?\nConsulting firms depend heavily on a healthy talent pyramid — enough\njunior talent developing into senior roles —

and opaque or\ninconsistent promotion criteria is one of the most common drivers of\ntalented consultant attrition, directly threatening that pyramid\nhealth." } }, { "@type": "Question", "name": "How specific should promotion criteria actually be?", "acceptedAnswer": { "@type": "Answer", "text": "Specific enough that two different evaluators would reach the same\nconclusion about whether a given consultant meets the bar — vague\ncriteria (\"shows leadership potential\") invite inconsistent application\nthat erodes trust in the process." } }] }

Subscriber access

Unlock this playbook

This playbook — including every framework, template, and step-by-step section — is available free to Think Insights subscribers. Enter your email to unlock it instantly and get our weekly insights newsletter. No account needed, and access is remembered on this device.

First Name

Last Name

Email

Country - Select -

- I agree to data processing in accordance with GDPR

Submit

Leave this field blank

References

Related playbooks

Consulting

Consulting Capacity Planning & Resource Utilization Playbook

A framework for consulting capacity planning that balances staffing levels against realistic pipeline conversion — avoiding both chronic overutilization that bu

- Practitioner
- Intermediate
- Template Included

Read playbook

Consulting

Consulting Delivery Quality & Client Satisfaction Playbook

A framework for tracking consulting delivery quality using leading indicators that predict client renewal and expansion, not just lagging satisfaction survey sc

- Practitioner
- Intermediate
- Template Included

Read playbook

Consulting

Consulting Firm KPI Dashboard Design Playbook

A framework for designing consulting firm performance dashboards for genuine usability — visual clarity, appropriate metric density, and audience-specific views

- Practitioner
- Intermediate
- Template Included

Read playbook

Talk to us about talent progression design

Tags

- Talent Pyramid
- Career Progression
- Consulting Talent Management

Author

Mithun A. Sridharan Thought Leader

I'm Mithun A. Sridharan, Founder of this website - Think Insights - on Strategy, Management Consulting, Leadership, Digital Transformation, and Data Literacy. Follow me on social media or connect with me on LinkedIn for updates.