



BAIN & CO., INC.: MAKING PARTNER - ASSIGNMENT QUESTIONS

- Case:** Bain & Company, Inc.: Making Partner (HBS 9899066)
- Case Description:** Bain's compensation and promotion committee meets to review candidates for elevation to partnership. The case presents the profiles of four candidates and ends with the promotion committee debating the merits of the candidates. The case allows us to explore issues related to the development and promotion of professionals.
- Assignment Questions:**
1. As a member of the Bain Compensation and Policy Committee (CPC), whom among the four candidates would you recommend for promotion to vice president? What arguments would you present to the CPC in support of your position?
 2. Evaluate the partner promotion process at Bain. What are its strengths and weaknesses?
 3. How would you compare Bain's approach to partner promotion to your firm's approach?