



Coach the Consultant

Your 90-day onboarding journey





Congratulations

Welcome to KPMG! We hope you're as excited about KPMG as we are to have you on board.

To help you get started we've put together a checklist. The checklist focuses on the six pillars of your learning journey and can be used to track your progress on each one of them. It will help you track the various activities scheduled over the first 90-days and enable you to flag off any challenges or deviations from the plan.

Here is a brief snapshot of the 6 pillars of your learning journey-

- **Orientation:** Induction to KPMG and introduction to the various practices and procedures
- **Technical training:** SME led trainings to build skills required to work on business projects
- **Core Consulting skills:** Case based virtual immersion program, to develop your Consulting Skills.
- **Enabling skills:** Self-paced LinkedIn Learning journey focused on key skills to enhance personal effectiveness and productivity.
- **Leader connect :** Experience sharing and mentoring support by senior leaders of business
- **Peer connect:** Networking opportunities and orientation to the life of a consultant at KPMG



Week 1 Activities

Activity	Actions	Complete?
Gearing up	<ul style="list-style-type: none"> Collection of laptop on the day of joining. Accepting Calendar invites for the sessions scheduled. 	
Orientation	<ul style="list-style-type: none"> Attend the one- day Induction to KPMG and introduction to the various practices and procedures (This is scheduled on Day 2 of your joining) 	
Leader Connect	<ul style="list-style-type: none"> Attend the experience sharing session by senior leaders of business. Connect with the Performance Manager to understand the role and expectations. 	
Peer connect	<ul style="list-style-type: none"> Catch up with the Buddy. Catch up with past year's Campus Hires to gain an understanding of life of a consultant at KPMG. 	
Activation of LinkedIn Learning License and Forage Account	<ul style="list-style-type: none"> Attend the session on onboarding on LinkedIn Learning & Forage. Activate the LinkedIn Learning License provided by KPMG. Sign up and create an account on Forage 	
Enabling Skills	<ul style="list-style-type: none"> Get started with self paced LinkedIn Learning Journey. 	

Month 1 Activities

Activity	Actions	Complete?
Leader Connect	<ul style="list-style-type: none"> Attended the experience sharing session by senior leaders of business. Connected twice a week with Performance Manager. 	
Peer Connect	<ul style="list-style-type: none"> Met Buddy at least once a week. Connected with the past year's Campus Hires once a month. 	
Enabling Skills	<ul style="list-style-type: none"> Activated LinkedIn Learning. Commenced LinkedIn Learning journey 	
Technical Skills	<ul style="list-style-type: none"> Commenced Technical learnings as per schedule. 	
Team Activity	<ul style="list-style-type: none"> Participated in Fun Friday session (last Friday of the month) 	



Month 2 Activities

Activity	Actions	Complete?
Leader Connect	<ul style="list-style-type: none"> • Attended the experience sharing session by senior leaders of business. • Connected twice a week with Performance Manager. 	
Peer Connect	<ul style="list-style-type: none"> • Met Buddy at least once a week. • Connected with the past year's Campus Hires once a month. 	
Technical Skills	<ul style="list-style-type: none"> • Progressed with Technical learnings as per schedule 	
Team Activity	<ul style="list-style-type: none"> • Participated in Fun Friday session (last Friday of the month) 	

Month 3 Activities

Activity	Actions	Complete?
Leader Connect	<ul style="list-style-type: none"> • Attended the experience sharing session by senior leaders of business. • Connected twice a week with Performance Manager. 	
Peer Connect	<ul style="list-style-type: none"> • Met Buddy at least once a week. • Connected with the past year's Campus Hires once a month. 	
Technical Skills	<ul style="list-style-type: none"> • Completed the Technical skills journey as per schedule. 	
Consulting Skills	<ul style="list-style-type: none"> • Commenced with core consulting skills journey on Forage • Attended four SME connect sessions and completed their task submissions: <ul style="list-style-type: none"> • Gathering insights through Research and Client Interviews • Issue Prioritization • Solution Brainstorming, Stress Testing and Creating an Execution Plan • Presenting with Impact to the Client. 	
Team Activity	<ul style="list-style-type: none"> • Participated in Fun Friday session (last Friday of the month) 	
Learning on the job	<ul style="list-style-type: none"> • Shadowing on projects as per schedule 	



Month 4 Activities

Activity	Actions	Complete?
Consulting Skills	<ul style="list-style-type: none">Completed core consulting skills journey on ForageAttended two SME connect sessions and completed their task submissions:<ul style="list-style-type: none">Becoming the Trusted Advisor through Client Engagement.Building your Personal Brand and Networking.	
Enabling Skills	<ul style="list-style-type: none">Completed the Enabling skills LinkedIn Learning journey.	
Learning on the job	<ul style="list-style-type: none">Shadowing on projects as per schedule	

5 Steps to Success



Prepare

- Know.Connect.Build - Know about KPMG, about your role, about policies and procedures. Connect with leaders and peers. Build relationships that help you learn and develop your skills and set you up for success with KPMG.



Start your first 90 days plan

- Go through the six pillars of 'Coach the Consultant' program.
- Complete all learnings as per the shared timelines.
- Check priorities with your performance manager and key stakeholders, and their expectations of you.



Review progress

- Use the checklist to track your progress on each pillar.
- Review your progress with your performance manager in your weekly connects.
- Identify your critical success factors and build a plan to work upon.



Self-reflection

- Focus your last 10 days on urgent and important priorities to bring your first 90-days plan to a close.
- Ask for feedback – formally and informally from your peers/buddy/PM/Learning team.
- Capture your achievements and lessons learned..



What next?

- Consider what's next for you. Focus on a new longer-term plan.
- How do you want to be viewed at the end of your first 6 months in role?



For any questions, feel free to reach out to Coach the Consultant Program Team

Varshita Bangia– varshitabangia@kpmg.com

Antara Guha – antaraguha1@kpmg.com

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KPMG Assurance and Consulting Services LLP, Lodha Excelus, Apollo Mills Compound, NM Joshi Marg, Mahalaxmi, Mumbai - 400 011 Phone: +91 22 3989 6000, Fax: +91 22 3983 6000.

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