

Career Advancement Plan

Career Goals and Development Plan

Timeframe	Goals as an Engineering Leader	Development Plan
0–3 Months	Understand team dynamics and establish trust.	Conduct 1-on-1s, team retrospectives, and review ongoing projects (Hartyándi & Van Bilsen, 2024).
Short-term: 3–12 Months	Lead project delivery with measurable KPIs	Apply systems thinking and ethical leadership to guide technical outcomes
1–3 Years	Move into a senior engineering management role.	Pursue PMP certification and master AI-enhanced decision-making tools (Weng, 2023).
Long-term: 3–5 Years	Influence organizational change through leadership strategy.	Enroll in executive education (e.g., MIT Sloan EPM) and mentor junior engineers.

90-Day Leadership Entry Plan

Month 1:

- Conduct one-on-one intro huddles with every team member to gain insight into their skills, desires, and areas for improvement (Hartyandi & Van Bilsen, 2024).
- An inspection of project history, team performance indicators, and culture.

Month 2:

- Implement practices such as retrospectives and feedback forms to gather team-level feedback.
- Start practicing systems thinking in workflow optimization and morale mapping.

Month 3:

- Work out performance objectives in cooperation with team members and establish transparency dashboards.
- Get an internal senior mentor and establish a bi-monthly learning program.

The initial leadership plan for my first 90 days will be based on gaining trust, achieving clarity, and implementing a formulated development plan. The most important aspect is that I will focus on relationship-building through one-on-ones and establishing a foundation to provide open feedback, echoing the Toyota team-based quality model. My systems thinking will help identify hidden dependencies and bottlenecks in processes and boost morale by ensuring a reasonable distribution of tasks. Simultaneously, I aim to enhance my professional development by obtaining a PMP certificate and expanding my leadership toolbox with AI-based strategic tools (Weng, 2023). I will also undertake networking with the cross-functional leaders and establish reverse mentorship opportunities. Such measures will not only fast-track my transition into a leadership role but also align it with long-term objectives, developing ethical, high-performance, durable, and sustainable teams that have a clear vision and values to drive them.

References

- Hartyándi, M., & Van Bilsen, G. (2024). Playing with Leadership: A Multiple Case Study of Leadership Development Larps. *International Journal of Role-Playing*, (15), 142-177.
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- Weng, J. C. (2023). *Putting intellectual robots to work: Implementing generative ai tools in project management*. NYU SPS Applied Analytics Laboratory.
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