

## Career Advancement Plan

### Engineering Leadership Career Goals

Section	Details
<b>Current Position</b>	Engineering Management Graduate Student – Aspiring IT Supervisor
<b>Short-Term Goal</b>	Secure a technical lead position within 12 months
<b>Long-Term Goal</b>	Lead a cross-functional engineering department in a global organization
<b>Certifications Planned</b>	Lean Six Sigma Green Belt, Certified ScrumMaster (CSM), AWS Practitioner
<b>Professional Growth</b>	Join IEEE/PMI chapters, attend technical leadership workshops, join a peer coaching group
<b>Mentorship Plan</b>	Seek mentoring via alumni platforms and internal leadership pairing
<b>90-Day Leadership Plan</b>	<p><b>Month 1:</b> Demonstrate one-on-one meetings in order to get to know the strengths and communication approaches of team members (Soukup et al., 2023). Identify and assess current project processes and measure rapid correction alternatives.</p> <p><b>Month 2:</b> Conduct one new team stand-up and initiate recommending sprint planning improvements. Launch recurrent knowledge-sharing sessions or tool training sessions to facilitate upskilling.</p> <p><b>Month 3:</b> Use team retrospective to make improvements based on the feedback and take action. Formulate and deliver</p>

	a 6-month improvement plan in line with team capacity and objectives.
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During the first 90 days in my leadership position, I will focus on establishing credibility, identifying trends, and implementing low-distraction improvements. In month one, I aim to become familiar with the team's dynamics and identify the sources of friction (Neves, 2024). During the second month, I will initiate the engagement effort by encouraging teamwork (e.g., retrospective meetings and learning the tools). Within month three, I will start demonstrating a leadership profile by introducing a roadmap with a clear vision and feasibility. I will also expand on my approach when seeking advice from mentors and making decisions using data-driven reasoning. Agile and cloud computing certifications will enhance my leadership development (Sapkal & Kusi, 2024). By implementing this plan, I will achieve a balance between operational execution, team morale, and direction.

## References

- Neves, R. (2024). Collaboration and team dynamics. In *The Engineering Leadership Playbook: Strategies for Team Success and Business Growth* (pp. 113-179). Berkeley, CA: Apress. [https://link.springer.com/chapter/10.1007/979-8-8688-0140-2\\_3](https://link.springer.com/chapter/10.1007/979-8-8688-0140-2_3)
- Sapkal, A., & Kusi, S. S. (2024). Evolution of Cloud Computing: Milestones, Innovations, and Adoption Trends. [https://www.researchgate.net/profile/Leoson-Heisnam-2/publication/379052734\\_Evolution\\_of\\_Cloud\\_Computing\\_Milestones\\_Innovations\\_and\\_Adoption\\_Trends/links/6674e532d21e220d89c509cf/Evolution-of-Cloud-Computing-Milestones-Innovations-and-Adoption-Trends.pdf](https://www.researchgate.net/profile/Leoson-Heisnam-2/publication/379052734_Evolution_of_Cloud_Computing_Milestones_Innovations_and_Adoption_Trends/links/6674e532d21e220d89c509cf/Evolution-of-Cloud-Computing-Milestones-Innovations-and-Adoption-Trends.pdf)
- Soukup, T., Lamb, B. W., Green, J. S., Sevdalis, N., & Murtagh, G. (2023). Analysis of communication styles underpinning clinical decision-making in cancer multidisciplinary team meetings. *Frontiers in Psychology, 14*, 1105235. <https://www.frontiersin.org/articles/10.3389/fpsyg.2023.1105235/full>