**PLDP: Personal Leadership Development Plan**

**Career Leadership goals**

As a current master's student in business analytics and project management, I have set my sights on a dynamic career journey in the US IT industry. Building on my 2.5 years of experience at Accenture, where I earned a promotion and gained expertise in test automation, my clear-cut career leadership goal is to become a data scientist, progress to a senior data scientist role within the first 6 months, and eventually evolve into a product owner in the next 3 years. This narrative outlines a step-by-step roadmap to realize these ambitions.

Foundation in Business Analytics and Project Management: My ongoing master's program provides a solid foundation in business analytics and project management. These skills are not just academic exercises but practical tools that I can use to tackle real-world challenges. I'm committed to applying these learnings to the dynamic landscape of the US IT industry.

My 2.5 years at Accenture have been a defining phase of my professional journey. I earned a promotion, a testament to my dedication and ability to contribute effectively. My experience in test automation has equipped me with valuable technical skills, which I intend to leverage as I transition into the role of a data scientist in the US.

In the first six months after my masters, my primary objective is to secure a position as a data scientist. This involves honing my skills in Python, R, and SQL, and diving into the world of machine learning. I plan to actively seek out opportunities, work on real-world projects, and showcase my capabilities to potential employers. This immediate goal sets the foundation for my journey into the heart of data science.

Building on the role of a data scientist, my next milestone is to become a senior data scientist. In the following months, I will focus on refining my analytical abilities, expanding my knowledge of advanced machine learning techniques, and actively contributing to impactful projects. This progression is a testament to my commitment to continuous improvement and achieving excellence in the field.

Looking ahead to the next 3 years, my vision is to evolve into a product owner. This strategic move involves not only technical prowess but also a deep understanding of business objectives and stakeholder management. I plan to leverage my project management skills, coupled with data science insights, to bridge the gap between technical teams and business goals.

Being new to the US, my goal is intricately tied to establishing a foothold in the US IT industry. I recognize the importance of networking, understanding the industry landscape, and tailoring my skills to meet the specific demands of the US market. Engaging with local industry events, building connections on professional platforms, and staying updated on industry trends will be crucial in this transition.

Recognizing the importance of effective communication in the US work culture, I aim to refine my communication skills. This involves not only language proficiency but also understanding and adapting to the communication nuances prevalent in the US IT industry. Building cross-cultural relationships and fostering a collaborative work environment will be key to my success.

In the ever-evolving field of technology, continuous learning is not just a choice but a necessity. I am committed to staying updated on the latest advancements, participating in relevant training programs, and acquiring certifications that align with my career progression. This proactive approach ensures that I remain an asset in the competitive US IT industry.

Networking in the US IT Community: Establishing a network within the US IT community is paramount to career growth. I plan to attend local industry events, connect with professionals on platforms like LinkedIn, and actively participate in community discussions. Building meaningful relationships will not only open doors to opportunities but also provide insights into the unique dynamics of the US IT landscape.

As I progress in my career, I recognize the importance of showcasing leadership qualities. This includes not only technical expertise but also effective decision-making, collaboration, and mentorship. Leading by example and contributing to a positive work culture will position me as a valuable team member and leader within the US IT industry.

Success in this career leadership journey will be measured by achieving milestones – securing a data scientist role, progressing to a senior data scientist, and ultimately becoming a product owner. Regular reassessment of goals, feedback from mentors, and staying attuned to industry trends will guide adjustments to my career roadmap. Flexibility and adaptability are key elements in navigating the dynamic IT landscape.

In conclusion, my career leadership goal is a well-defined roadmap from aspiring data scientist to accomplished product owner in the US IT industry. Leveraging my academic foundation, Accenture experience, and commitment to continuous learning, I am poised to make a meaningful impact. This journey is not just about personal growth but also about contributing to the dynamic and innovative landscape of the US IT industry.

**PLDP Assessment Analysis**

I asked three friends and colleagues, including team members from my current MS-BAPM program, my former manager at Accenture, whom I reported to, and my sister, to evaluate my leadership style (see Appendix 1). By seeking input from family, peers and supervisors, I gained insights into how I lead when working with both senior team members and those within the team. While I feel confident in my understanding of my leadership qualities based on their comments, it's important to get validation from family, peers and coworkers to pinpoint areas where I can improve.

Based on my self-assessment and feedback from others, it appears that I scored an average of 43 in the task section and around 46.5 in the connection section. The highest ratings were given to questions related to organizing tasks, decision-making, and setting performance standards. I have worked for two and a half years as a packaged application development analyst at Accenture. When I began my career, the IT industry had already shifted to a work-from-home model. This made it challenging to have personal interactions with team members, managers, and top executives. Despite receiving consistent praise for my technical expertise and performance, I faced difficulties in networking and expressing empathy towards my coworkers. However, I remained actively engaged within teams and played a significant role in contributing my skills to add value to projects.

All responders cited analytical thinking, strategic thinking, and communication as three of my skills. In my work journey, I'm good at figuring out why things go wrong and finding smart ways to fix them. When I was at Accenture, where I worked on test automation, we suddenly had to work from home. This made it super important to be good at solving problems, raising bugs and performing regression. Even with the challenges, I stayed calm and focused on fixing what was happening right then, not worrying too much about what happened before. People who gave me feedback said I'm great at fixing problems and issues, both at work and in my personal life.

Another thing I'm good at is thinking ahead and making smart decisions. When everyone started working from home in the IT industry, it was tricky, but my ENFJ personality, which is just a fancy way of saying I'm naturally good at thinking strategically, communicating effectively, helped a lot. I make decisions by thinking about the good and bad parts, and this helped us overcome the challenges during the remote work shift at Accenture. It meant every decision I made fit into our big goals.

Even though talking to people was tough at first when we were all working from different places, I got praised for explaining tricky ideas well. At Accenture, where we couldn't meet face-to-face much, my ENFJ side, which is all about understanding and connecting with others, became super helpful. This shows how important clear communication is to me, and it's played a big part in doing great work with others and reaching goals in different parts of my job.

**Areas of Improvement**

All the respondents named forward thinking and a focus on results as two of my faults.

In my professional journey, I recently received some insightful feedback that highlighted two areas for improvement: being more forward-thinking and focusing better on results. While I've always been adept at problem-solving and making sound decisions, these reflections serve as valuable guides for my continuous growth.

The call for greater forward-thinking suggests the need for me to become more of a planner, anticipating future challenges and being well-prepared for them. During my time at Accenture, especially amid the transition to remote work, I quickly addressed issues as they arose in the dev environment. However, in hindsight, there were opportunities to foresee potential challenges. Now, I'm committed to enhancing my forward-thinking abilities, considering the long-term perspective, and preparing for changes on the horizon all the from dev environment to production environment.

The emphasis on focusing better on results resonates with the feedback, indicating that despite achieving goals and solving problems, there's room to elevate my game by showcasing measurable results and closely monitoring progress. It's about not just completing tasks but also maintaining a clear understanding of how well things are progressing in each sprint. Taking this advice to heart, I'm actively working on becoming more results-oriented, ensuring that my efforts contribute meaningfully.

These insights align with my narrative of proficiency in problem-solving and decision-making. Instead of viewing them as critiques, I see them as opportunities for further growth. Looking ahead, I am enthusiastic about evolving into a better planner by thinking ahead and presenting clearer results in my work. It's all part of my ongoing journey to enhance my effectiveness and contribute even more meaningfully in my professional endeavors.

**Growth Plan for Goals**

**Goal 1: Focus on Results**

As a data scientist aiming for excellence in business analytics and project management, my main goal is to focus on getting solid and meaningful results. To do this, I pay close attention to every step in the data science process.

First off, when I'm collecting data, I make sure it's not just a bunch of numbers – it's got to be good, relevant stuff that fits exactly with what the project needs. This careful start sets the stage for accurate and meaningful analysis.

Then, when I'm cleaning up the data, I'm like a detective looking for anything weird or missing. Fixing these issues with detailed techniques helps create a strong dataset, the foundation for getting reliable insights.

When it comes to picking the right model to use, I dig deep into different ways of doing things. I tweak settings and check how well the model works to make sure it's the best one for the job.

Finally, when I'm showing the results, I make sure it's not a confusing mess. I use visuals, clear stories, and practical insights so that everyone, especially the decision-makers, can easily get what's going on.

By sticking to this careful approach all the way from gathering data to showing results, I'm aiming to make my work really count. It fits perfectly with my goal of concentrating on results as a data scientist, contributing to smarter decision-making and business success.

**Goal 2: Forward thinking**

In my quest to get better at thinking ahead in business analytics and project management as a data scientist, paying close attention to details is key. To boost forward thinking, I start by carefully looking at past data and trends. By understanding what happened before, I can predict what might happen in the future, helping me plan more effectively.

Being detailed is also important when picking the right things to measure, called key performance indicators (KPIs). By choosing and tracking these indicators precisely, I create a solid framework to assess progress and predict what might come next. This attention to detail ensures that my strategies for thinking ahead are grounded in a deep understanding of how the business works.

When managing projects, a close look at the project requirements and potential issues is crucial. Spotting challenges early allows me to plan and prevent problems from getting bigger. This careful planning, rooted in paying attention to details, is vital to keeping projects on track and in line with the long-term goals of the business.

Ultimately, by bringing a keen eye for detail into my work, I aim to foster a mindset of thinking ahead. This means not just analyzing data thoroughly but also examining project details closely to foresee challenges and opportunities. This detailed focus positions me to make well-informed decisions and contribute to the strategic progress of business analytics and project management efforts.

**Appendix 1: PLDP Assessment**

A survey form with text and numbers

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