**1. Career Advancement Plan**

**Engineering Leadership Career Path**

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| **Category** | **Details** |
| **Name** | Srihitha Manepally |
| **Current Role** | Engineering Graduate Student: Aspiring Technical Team Leader |
| **90-Day Plan** | **Month 1:** • Observe team structures and tools used across active projects • Build rapport with key team members through one-on-one introductions (Marion & Fixson, 2021). |
|  | **Month 2:** • Shadow senior engineers during sprint planning and code reviews • Identify recurring blockers or inefficiencies in team workflows |
|  | **Month 3:** • Take ownership of a small project module or feature • Facilitate a retrospective meeting or propose a process improvement initiative |
| **Certifications** | PMP (Project Management Professional), AWS Certified Solutions Architect (Gehlhaus & Pancorbo, 2021). |
| **Skill Development** | Technical leadership, systems thinking, stakeholder communication, sprint estimation, Agile metrics interpretation |

I will begin with observation and engagement as the first step of my leadership integration plan over the next 90 days. During the first month, I plan to dedicate my time to learning about the various teams, acquiring the necessary tools and processes, and building effective interpersonal relationships (Marion & Fixson, 2021). In the second month, I would follow technical leads to experience a leader in their activities, particularly during sprint cycles and reviews, as well as to learn about what can be simplified. In the third month, I will be proactive and take a leading role in a project feature or lead a retrospective, during which I can apply my skills in systems thinking and problem-solving. Certifications such as PMP and AWS Solutions Architect will broaden my knowledge in project management and architecture (Gehlhaus & Pancorbo, 2021). With careful guidance, mentoring, and effective communication patterns, I have made it my goal to become a bold yet principled leader who can navigate both the technical intricacies of engineering and manage human relationships.

**References**

Gehlhaus, D., & Pancorbo, I. (2021). US Demand for AI Certifications. <https://cset.georgetown.edu/wp-content/uploads/CSET-U.S.-Demand-for-AI-Certifications.pdf>

Marion, T. J., & Fixson, S. K. (2021). The transformation of the innovation process: How digital tools are changing work, collaboration, and organizations in new product development. *Journal of Product Innovation Management*, *38*(1), 192-215. <https://onlinelibrary.wiley.com/doi/abs/10.1111/jpim.12547>