

1-3-5 Year Career Growth Plan

Last Updated: 9/3/2025

Year 1: Strengthen as a People Leader (Current Stage)

Goal: Solidify transition into a management role while maintaining technical credibility

Focus Areas:

- Delegation
- Performance management
- Leadership communication
- Stakeholder relationships

Actions:

- Leadership training
 - Delegate 1–2 projects
 - Recurring stakeholder check-ins
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Year 2: Growth as a Manager

Goal: Become a respected people leader with a strong, high-performing team

Focus Areas:

- Team development and coaching
- Cross-functional influence (projects/committees)
- Refining leadership identity

Actions:

- Lead cross-functional initiatives
 - Share team impact with senior leaders
 - Partner with a mentor/sponsor for visibility
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Year 3: Achieve Senior Manager Role

Goal: Secure promotion to Senior Manager by demonstrating organizational impact

Focus Areas:

- Strategic leadership — own larger, multi-team or high-visibility initiatives
- Executive presence — communicate effectively with senior leadership and exec forums

- Leadership pipeline — develop a successor for your manager role

Actions:

- Deliver a high-impact, multi-team project
 - Present team/org achievements to senior leaders quarterly
 - Actively mentor one or two next-level leaders
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Years 4–5: Establish as Senior Manager + Position for Director

Goal: Deepen Senior Manager role and begin positioning for Director

Focus Areas:

- Organizational leadership — own initiatives that span functions/business units
- Cross-org influence — sponsor initiatives beyond your immediate team
- Strategic readiness — contribute to long-range planning, culture, and org design

Actions:

- Take on responsibilities that touch multiple departments
- Lead or sponsor an org-wide initiative
- Engage in executive coaching to refine Director-level presence
- Begin participating in strategy conversations (3–5 year planning, cultural influence)

5 Year Career Plan

Transformation Map – 5 Years

	2025	2026	2027	2028	2029
Leadership Development	Delegate 1–2 projects; practice real-time feedback; consistent 1:1s	Coach ICs; shape onboarding; build team rhythm	Develop leadership succession; plan cross-functionally	Senior management positioning; executive coaching	
Influence & Visibility	Build stakeholder relationships; schedule regular syncs; share team wins	Lead a cross-functional project; share impact; grow network	Own a multi-team initiative; present to leaders; sponsor cross-org work	Organization-wide influence; sponsor cross-org initiatives	
Strategic Readiness	Define team metrics; contribute to planning; clarify success	Take on initiative with broader business impact; assist in overseeing larger group	Own a multi-year roadmap; portfolio reviews	Strategy & culture leadership; long-range planning	
	Leadership	Influence	Strategic		