

# 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
- 

## 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
- 

## 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
- 

## **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