

Career Advancement Plan - Mohammad Saif Uddin

Short-Term (90-Day Leadership Plan)

In my first 90 days in a leadership role, I aim to:

- Build trust and rapport: Host 1-on-1 meetings with each team member to understand their strengths, challenges, and career goals.
- Learn the system: Review project histories, ongoing tasks, and team workflows to assess risks and bottlenecks.
- Set expectations: Clearly define goals, responsibilities, and delivery timelines for current projects.
- Deliver early wins: Complete at least one key milestone to build credibility with my team and upper management.
- Establish feedback habits: Start weekly team check-ins and initiate a feedback loop with both peers and supervisors.

Long-Term Goals (1-5 Years)

- Step into a Program Manager or Engineering Director role by leading complex, cross-functional projects.
- Mentor at least 3 junior engineers and help implement a structured onboarding or training process.
- Champion sustainable innovation in engineering through data-driven project management and ethical leadership.
- Contribute to strategic decisions that improve productivity, culture, and client satisfaction.
- Work toward permanent residency and long-term career growth in the U.S.

Skills & Certifications to Pursue

- PMP (Project Management Professional) - to formalize my planning and leadership skills
- Six Sigma Green Belt - for data-driven process improvements
- Agile/Scrum Certification - to better lead teams in dynamic engineering environments
- Leadership & Emotional Intelligence Workshops - to strengthen communication and conflict resolution

Mentorship & Professional Development Strategy

- Find a mentor through internal programs or LinkedIn to gain perspective and leadership advice.
- Join ASCE or NSPE to stay connected to industry leaders and attend live webinars or events.
- Engage in continuous learning by completing at least one certification or workshop per semester.
- Track growth quarterly with self-assessments and performance reflections to stay aligned with long-term goals.