# 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.