

# Current Situation Assessment

Date: \_\_\_\_\_

LaunchToLead Accelerate Path • Pre-Session 1

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## Company Context

Help me understand your environment

Company Name

John Deere

Industry

Ag

Company Size

Enterprise (5000+)



How long have you been here?

9 years 8 months

Work Setup

Fully In-Office



Company Stage/Vibe

Stable / Mature



Any upcoming changes I should know about? (reorgs, leadership changes, budget cycles, etc.)

e.g., New VP starting in January, annual reviews in March...

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## Your Current Role

Where you are today

Current Title

Sr. PV&V Engineer

Level (if applicable)

SG8

Team/Department

Precision Upgrades

Time in Current Role

2.3

Team Size

3

Do you manage anyone?

No, pure IC



In 2–3 sentences, what do you actually do day-to-day?

Make shit work.

### 3 Your Promotion Goal

Where you want to go

Target Role/Title

Product Manager Precision Upgrades Application Equipment

Target Timeline

Next 3–6 months



Is this role open now?

Yes, there's an open position



Why this role specifically?

Natural next step in career



What do you think is blocking you from getting promoted? (Your honest perception)

Want to bridge the gap from being the PV&V guy vs being a strategic thought leader and business developer.

Have you asked for a promotion before? What happened?

Yes, Manager said go for it.

### 4 Key Players

The people who matter for your promotion

**Your Direct Manager**

Name & Title

Jake Osterhout

How long reporting to them?

2.3

Relationship Quality

5 - Excellent (strong advocate) ✓

Your Skip-Level (Manager's Manager)

Name & Title

Dan Heim

Do they know who you are?

Yes, know me well ✓

Have you talked 1:1?

Yes, regularly ✓

Potential Sponsors/Advocates

Anyone senior who actively supports your career? (Name, title, relationship)

Robert Lorenzen

Potential Blockers/Detractors

Anyone who might block or not support your promotion? (Be honest - this is confidential)

No one that I know of.

☀️ Your Gravity Leaders (2–3 People)

Gravity Leaders are senior people (Director+) whose opinion carries weight in promotion decisions. They don't have to be in your direct chain—they just need to be influential. We'll map these in Session 1.

Gravity Leader #1

Andy Norby

Why them?

Direct of PUK Engineering

Current relationship?

Know me well



Gravity Leader #2

Jon Ebert

Why them?

PUK Marketing - Hiring Manager

Current relationship?

Know my name



Gravity Leader #3 (optional)

Alex Shock

Why them?

Previous PM


Current relationship?

Know me well



## 5 Your Top 5 Accomplishments

Most impactful wins from the last 12 months — we'll use these in Session 1

 **Tip:** Think about projects you led, problems you solved, processes you improved, or times you went above and beyond. Include metrics if possible (% , \$ , time saved, etc.).

### 1 Accomplishment #1 (Most Impactful)

INC Modular Quick action to fix customer defects. Traveled to multiple customers, troubleshot and fixed machines.

### 2 Accomplishment #2

Developed Business Case for R4023 Sprayers to install S&S Select and Nozzle Technology. Traveled to TN for with current PM for discovery and

### 3 Accomplishment #3

Traveled to Brazil multiple times to lead PV&V testing and bringing up the LPB machines to customers.

### 4 Accomplishment #4

R3 Trial Build - Troubleshot and found major design issues ahead of catalao factory saving them line disruption and major PIP.

### 5 Accomplishment #5

Saved S&S Premium from a major PIP.

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## Visibility Baseline

Your current visibility situation

Last time you presented to leadership?

Within last month



Do you track your wins/accomplishments?

Somewhat, scattered notes



LinkedIn activity level?

Inactive (rarely check)



How often do you share wins with your manager?

Weekly (proactively)



What's your biggest recent win that leadership should know about?

INC Modular Field Resolutions

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## Final Questions

Anything else I should know

What does success look like for you at the end of our 3 weeks?

Get that offer letter. :)

What's your biggest fear or concern about this process?

Zero Fear.

Anything else you want me to know before Session 1?

Any context, concerns, or questions...

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This document is confidential. Please bring to Session 1 or email to [contact@launchtolead.io](mailto:contact@launchtolead.io)