

# Career Development Roadmap

## Level of Responsibility

<b>Developmental</b>	<b>Journeyman/Supervisor</b>	<b>Expert/Senior Leader</b>
<b>Pay Band 1</b>	<b>Pay Band 2</b>	<b>Pay Band 3</b>

## EXPERIENCE

<b>Develop Job Proficiency</b>	<b>Build Breadth and Broaden</b>	<b>Build Depth</b>
Become proficient in one functional area.	Become proficient in a second functional area. Take a rotational assignment. Volunteer for a detail to another function. Become a team leader or supervisor	Become an expert in your field. Become a manager.

## EDUCATION & TRAINING

<b>BACHELORS DEGREE</b>		<b>MASTERS DEGREE</b>	
Basic Functional courses i.e. Basic Staffing	Intermediate Functional courses Basic Functional Courses in 2 <sup>nd</sup> area	Advanced Functional Courses	
Pursue Professional Certifications: PHR, SPHR, LAW, CPLP			
L6 Green Belt Certification		Lean6 Black Belt Certification	
Process Improvement			
Budget and Finance Training			
Project Management Training			
Continuing Professional Education: (80 Hours every 2 years – minimum of 20 hours in any given year)			

## LEADERSHIP

<b>Leadership Development Courses</b>		
HR & Leadership for New Supervisors	Situational Leadership	Emotional Intelligence & Leadership
<b>Develop Executive Core Qualifications</b>		
Seek senior mentor & role model	Coach & Guide Subordinates Seek junior personnel to mentor	
<b>MENTORSHIP</b>		
<b>GET INVOLVED</b>		
JOIN Professional Organizations	VOLUNTEER to be a Committee Member	VOLUNTEER to be a Committee Chairperson VOLUNTEER to hold a Board position