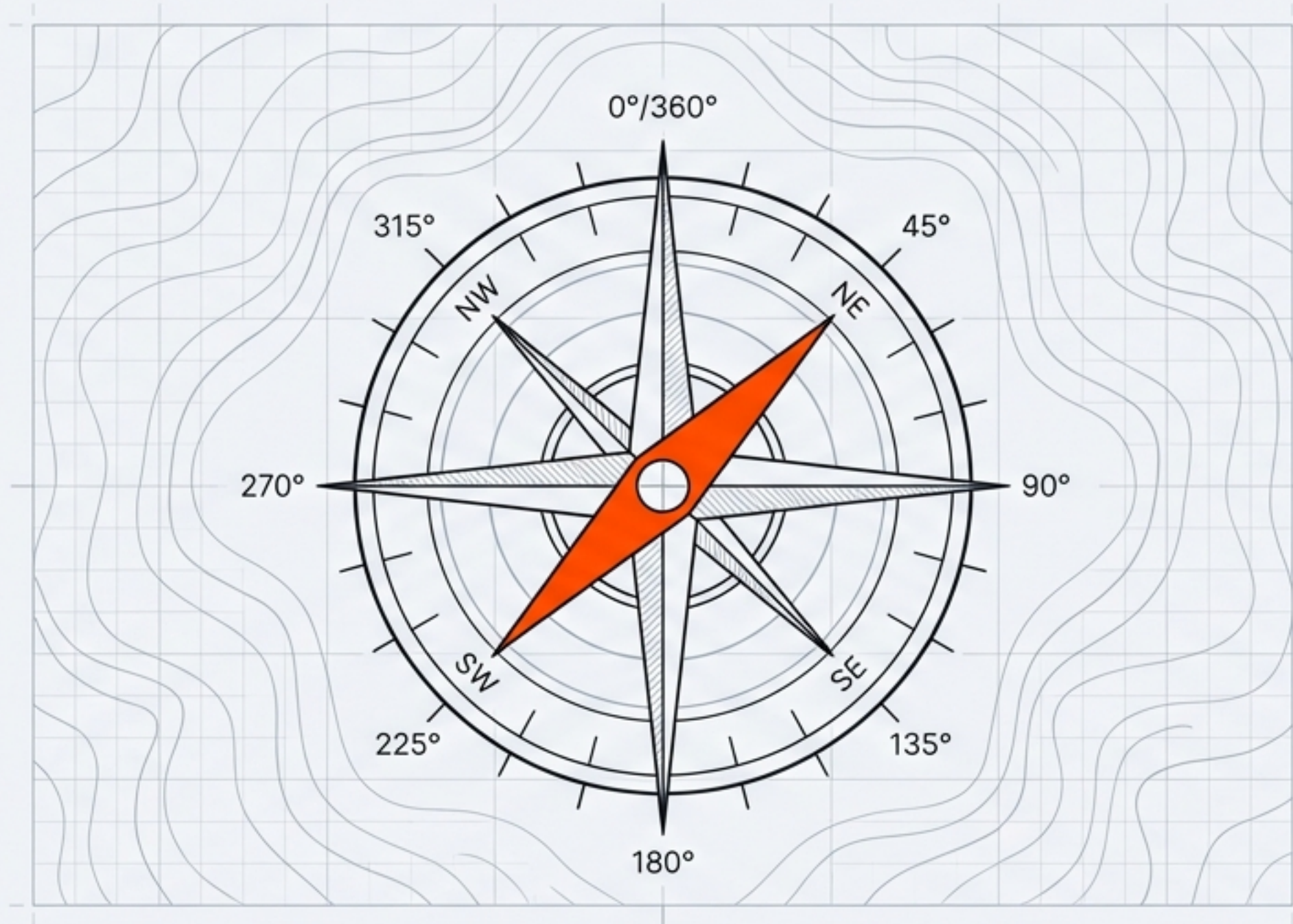




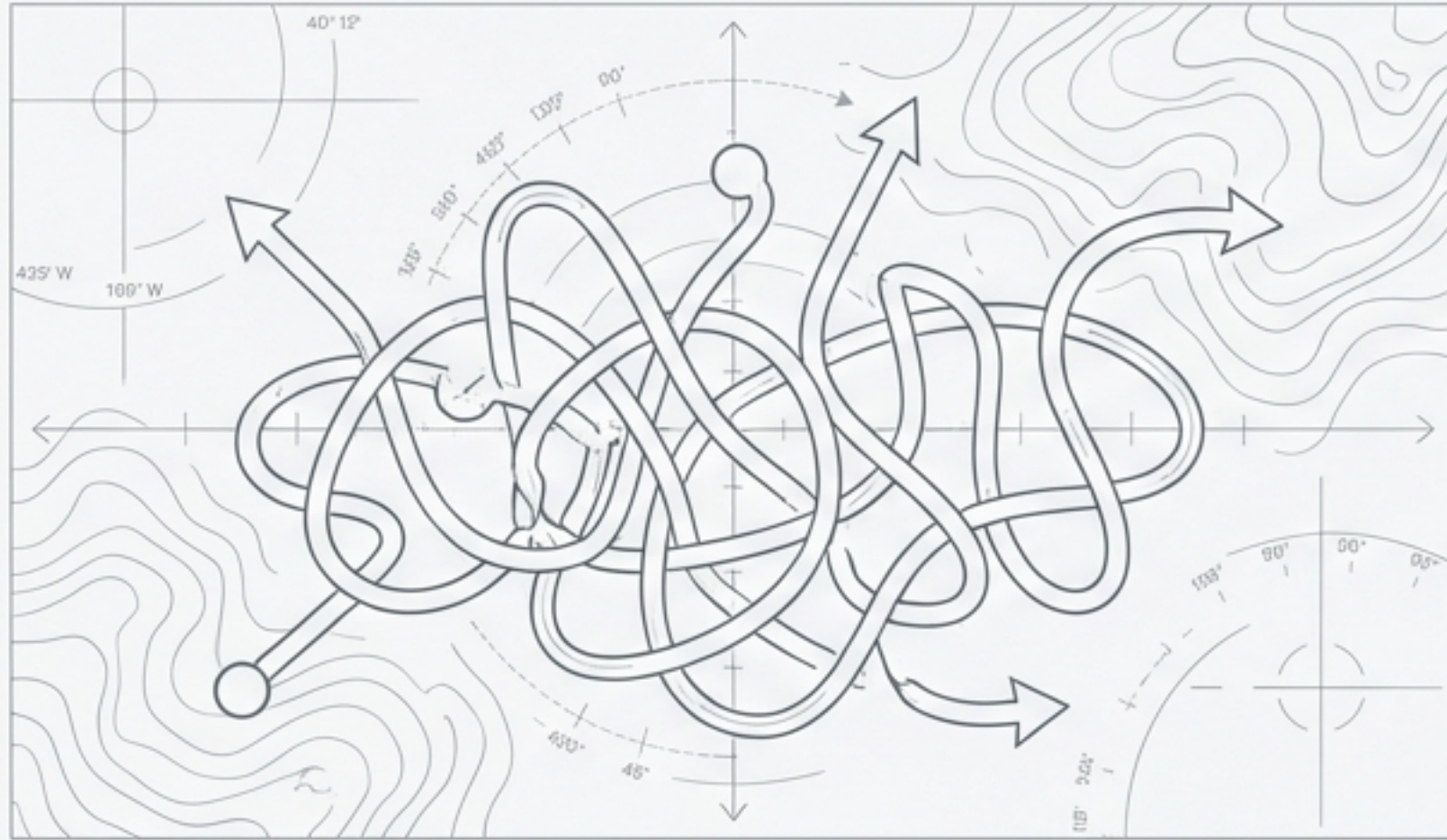
The Strategic Career Navigator

Moving from Reactive Drifting to Intentional Growth

THE TRAP OF CAREER ROULETTE

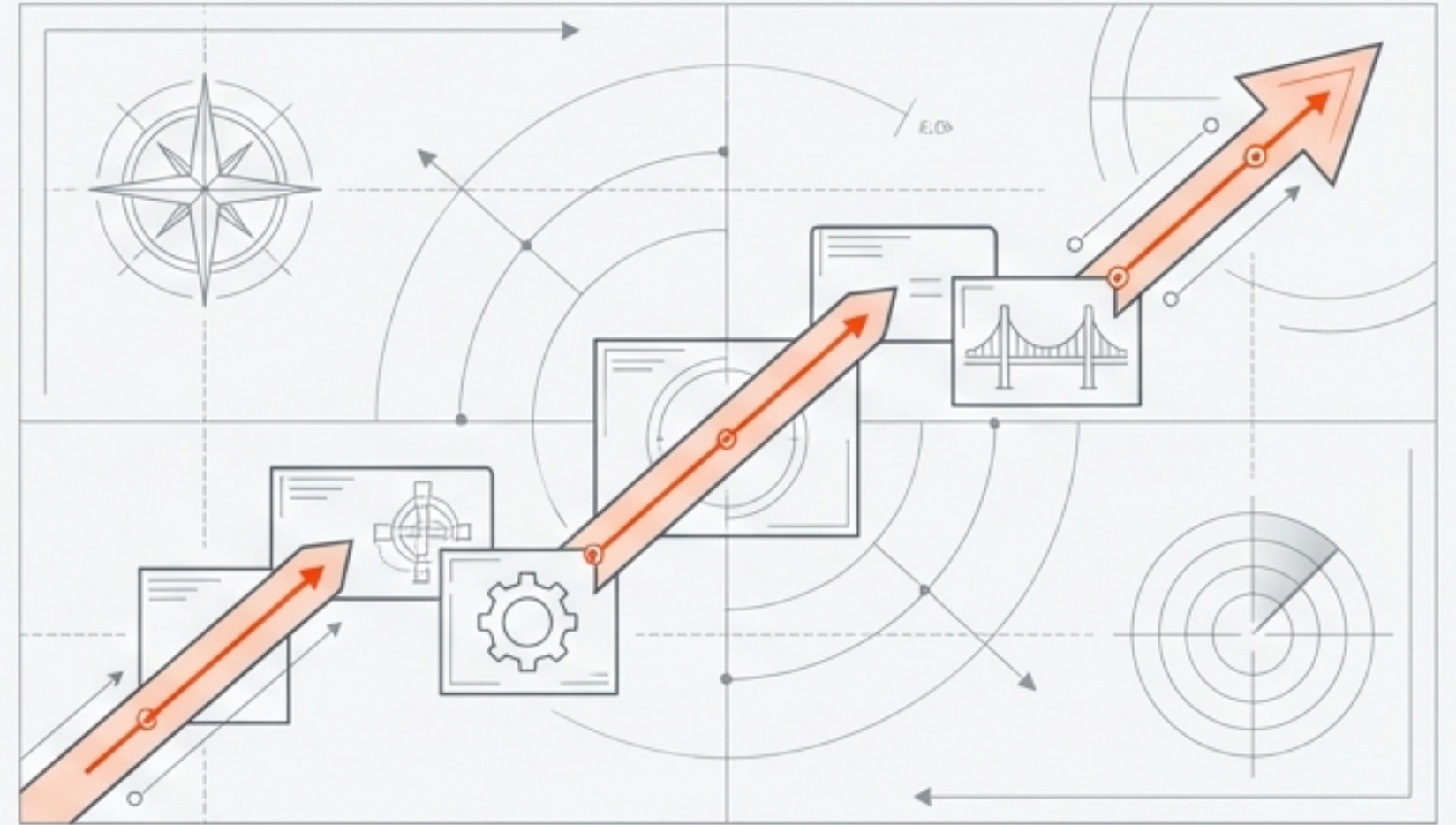
If you don't plan your career, someone else will plan it for you.

REACTIVE DRIFTING



- A promotion opens, you apply.
- A friend mentions a job, you interview.
- You drift through a series of jobs.
- **Outcome: Misalignment and stagnation.**

INTENTIONAL PLANNING ↗



- **Identify** the **destination** first.
- **Map** the **skills** and **relationships** needed.
- **Execute** a **route** to get there.
- **Outcome: Accelerated growth.**

EXECUTIVE SUMMARY

A career without a plan is just a series of jobs. Career development is the intentional process of mapping the gap between where you are and where you need to be.

01

The Framework

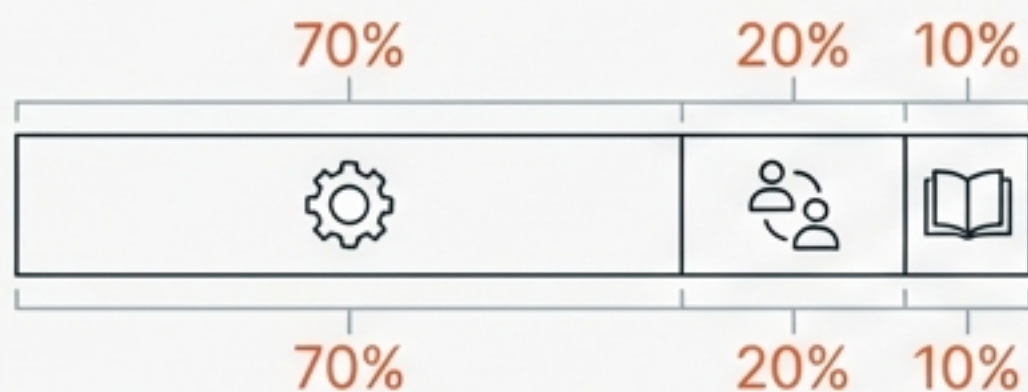
The Career GPS: A 4-step iterative cycle—Destination, Location, Gap Analysis, Route.



02

The Methodology

The 70-20-10 Rule: Structuring growth where 70% is experiential, 20% is relational, and 10% is educational.



03

The Execution

The Acceleration Toolkit: Leveraging AI tools and structured audits to build a tangible action plan.



THE CAREER GPS FRAMEWORK



This cycle must be revisited annually.
annually. It is iterative, not linear.

Step 1: Destination—Defining the Horizon

“Without a destination, every direction looks the same.”



Defining the Vision

Don't Just Focus On:

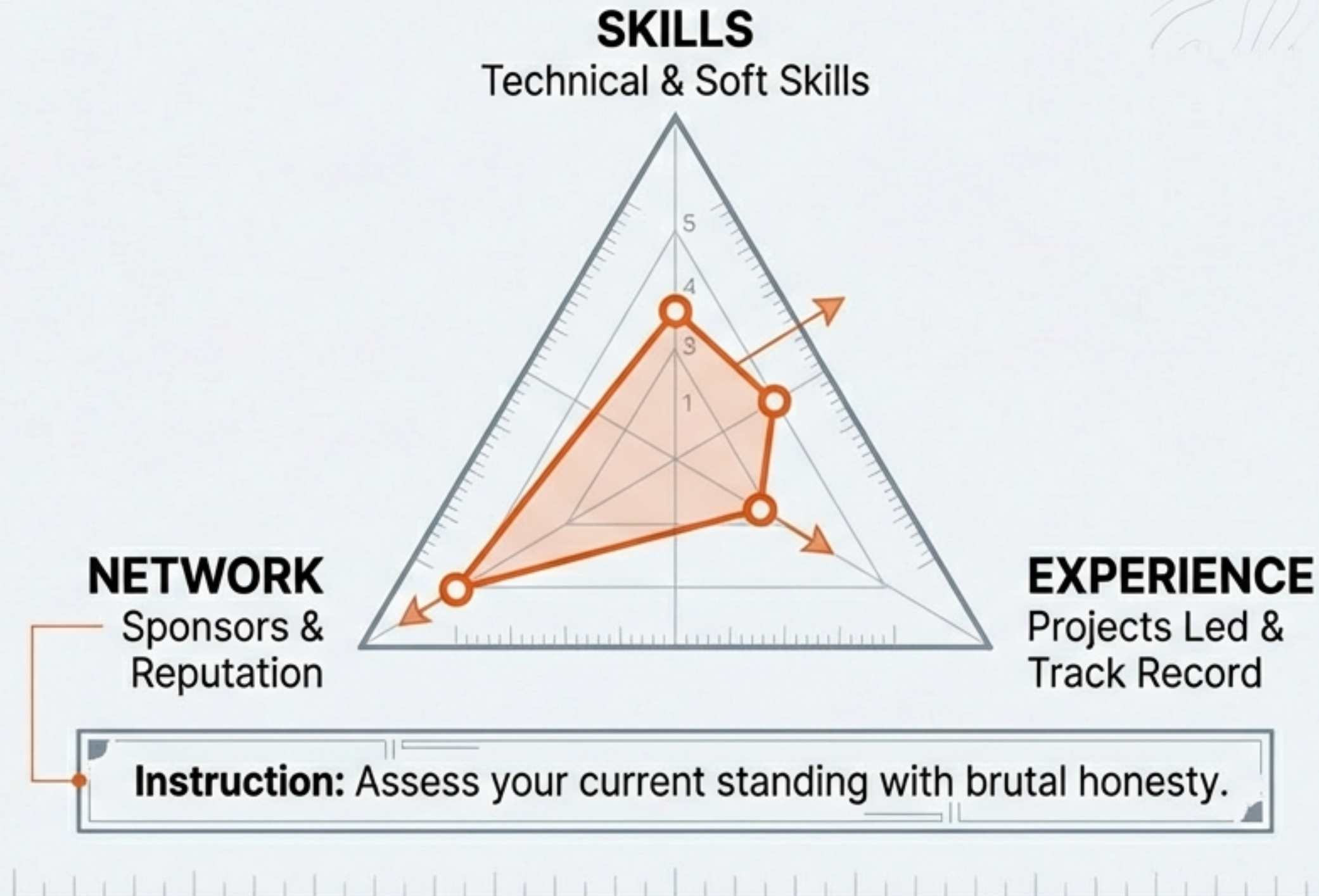
- Job Titles
- Salary Figures
- Perks

Focus On Lifestyle & Impact:

- What responsibilities energize you?
- What kind of team do you want to lead?
- What mark do you want to leave?

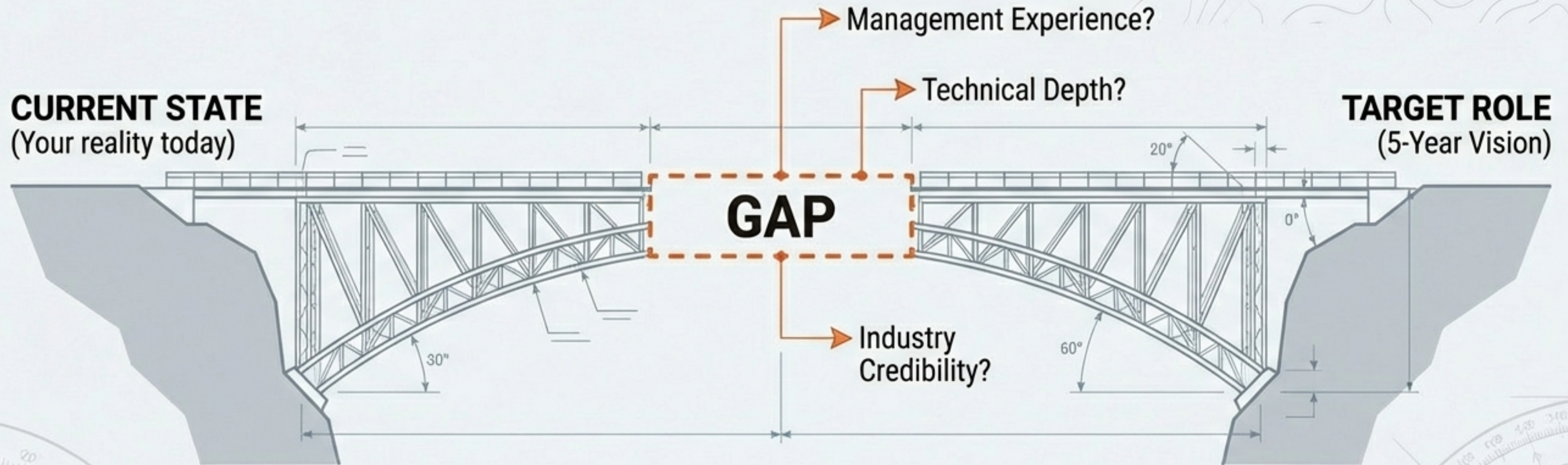
Step 2: Current Location—The Strategic Audit

You cannot map a route if you don't know your starting coordinates.



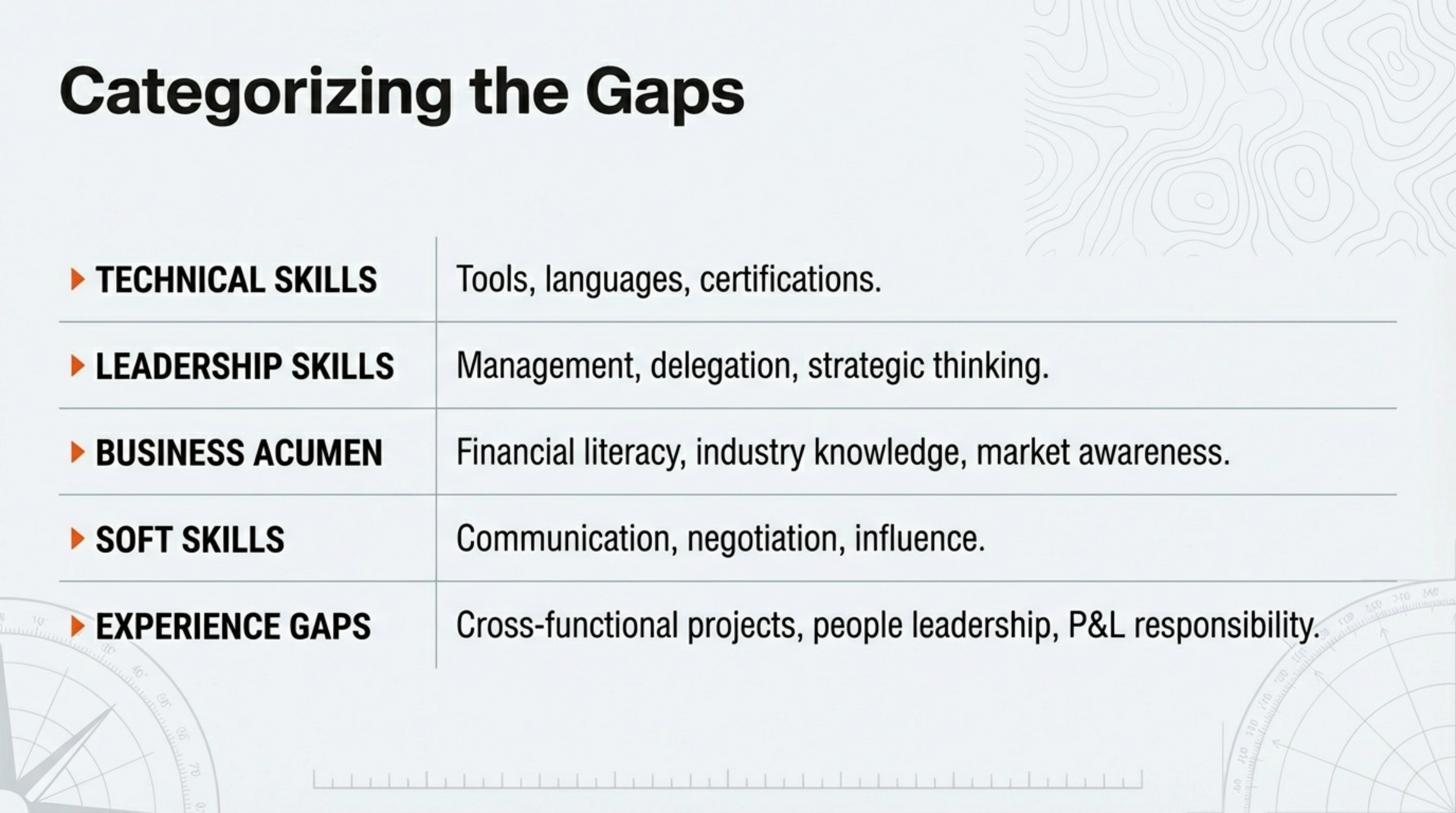
Step 3: Gap Analysis—Identifying the Delta

Gaps are opportunities. Identifying them is the first step to closing them.



Question: Between your current reality and your vision, what is missing?

Categorizing the Gaps



▶ TECHNICAL SKILLS	Tools, languages, certifications.
▶ LEADERSHIP SKILLS	Management, delegation, strategic thinking.
▶ BUSINESS ACUMEN	Financial literacy, industry knowledge, market awareness.
▶ SOFT SKILLS	Communication, negotiation, influence.
▶ EXPERIENCE GAPS	Cross-functional projects, people leadership, P&L responsibility.

Step 4: The Route—From Gaps to Action

Specific actions close gaps. Vague intentions do not.

WEAK GOAL



Get better at leadership.

STRONG ACTION

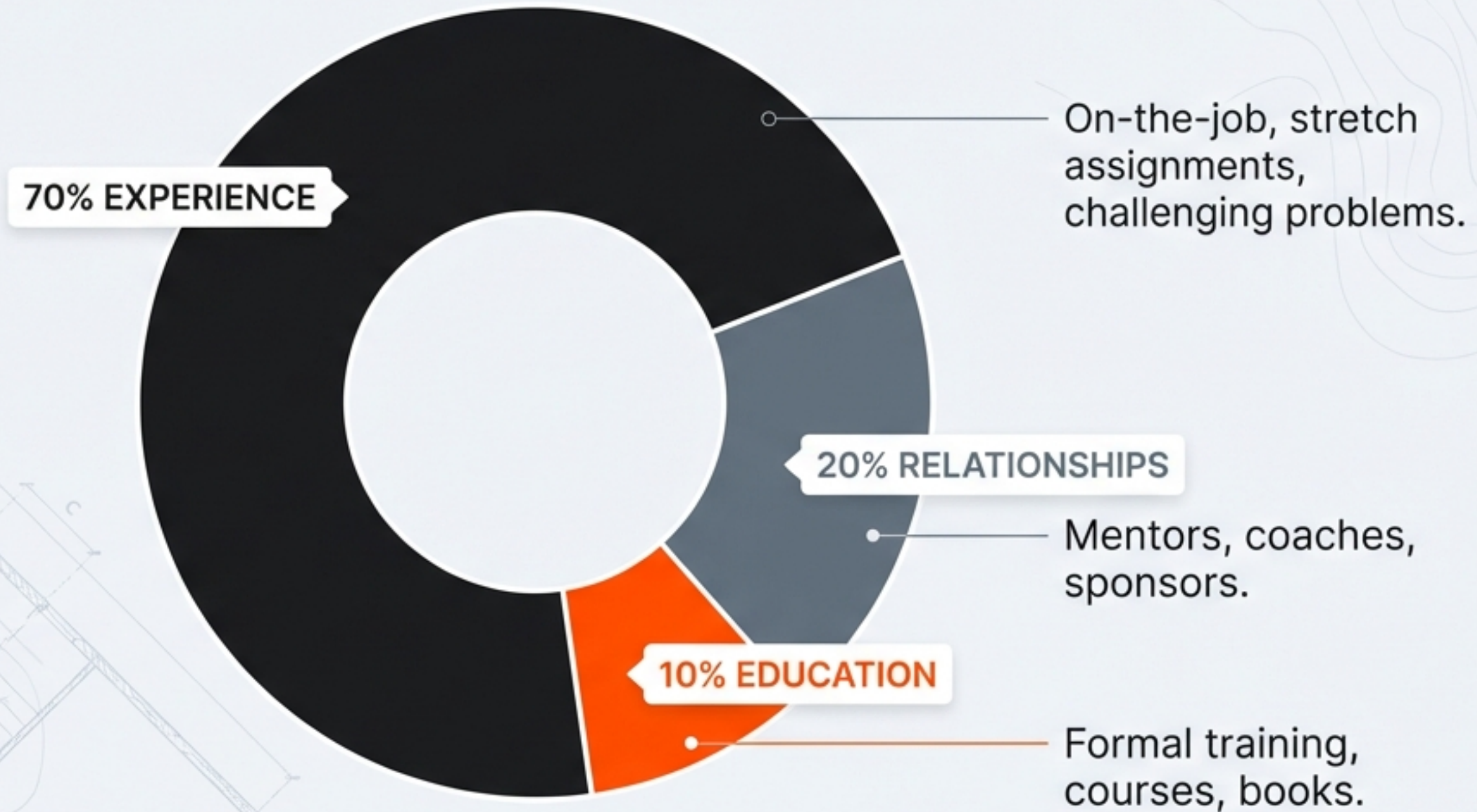


Volunteer to lead the Q2 cross-functional project, enroll in the management training program, and find a mentor who is a VP.

Instruction: Convert identified gaps into specific, time-bound actions.

The Methodology: The 70-20-10 Rule

Development happens on the job. Your plan should be 70% experiential.



Applying 70-20-10 to Your Plan

EXPERIENCES (70%)	RELATIONSHIPS (20%)	TRAINING (10%)
• Seek cross-functional projects. • Request P&L responsibility. • Take on stretch assignments. • Lead new initiatives.	• Identify mentors within the organization. • Seek sponsors who can advocate for you. • Engage in peer coaching.	• Specific certifications. • Technical courses. • Industry conferences.

Goal: Find and leverage development opportunities that already exist within your organization. →

Accelerating Strategy with AI

Leveraging Generative AI for Career Planning



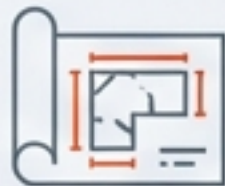
Career Path Mapper

Visualize potential trajectories based on current skills.



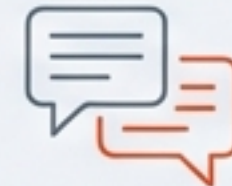
Skill Gap Analyzer

Objectively compare your profile against target role descriptions.



Development Plan Creator

Generate draft 70-20-10 plans based on identified gaps.



Career Conversation Prep

Simulate and prepare for development conversations.

The Strategic Plan Dashboard

This is your living document. It captures the Vision, the Gaps, and the Route.

VISION: VP of Operations by Year 5

GAP ANALYSIS

	Skill	Current	Target	Gap	Action
1	Financial Acumen	2	5	High ↗	Lead Q3 Budget Review
2	Team Leadership	3	5	Med ↗	Manage Intern Program

70-20-10 EXECUTION

- **Exp:** Launch the new inventory system.
- **Rel:** Monthly coffee with CFO.
- **Edu:** Executive Finance Certificate.

Immediate Action Items



Define Vision



Write out your 1-3-5 year career vision.



Analyze Gaps



Complete the skill gap analysis table (Technical, Leadership, Business, Soft Skills).



Identify Opportunities



Find 3 development opportunities available NOW in your organization.



Share



Schedule a meeting to share this plan with your manager and mentor.



Revisit Annually.

Your plan should evolve as you do.

The most successful professionals are intentional about their growth.