

Career Mapping Case Study - an example

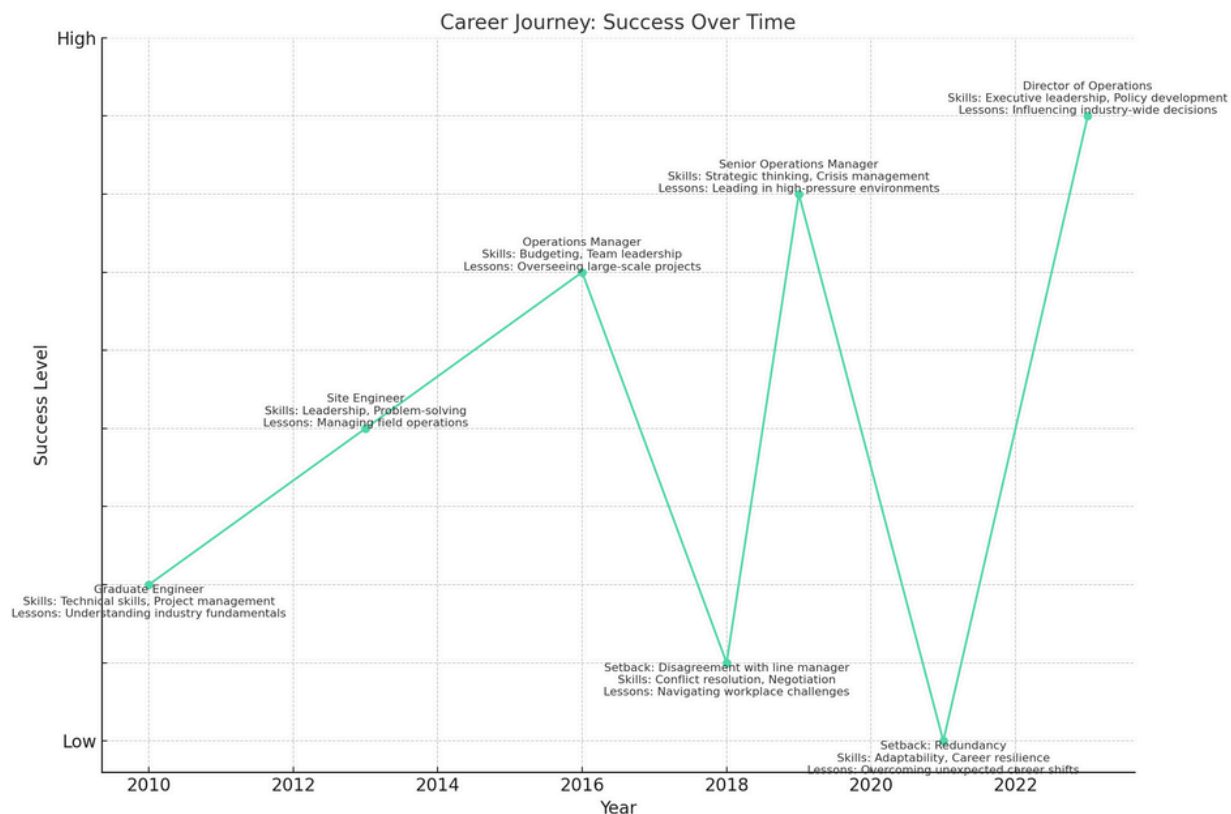
Background

Sarah began her career in engineering, steadily transitioning into leadership and strategic roles. Her journey has been shaped by a blend of deliberate career moves, unexpected opportunities, and a commitment to continuous learning.

Key Milestones (Past & Present)

Year	Role / experience	Key skills gained	Lessons learned
2010	Graduate Engineer	Technical skills, Project management	Understanding industry fundamentals
2013	Site Engineer	Leadership, Problem-solving	Managing field operations
2016	Operations Manager	Budgeting, Team leadership	Overseeing large-scale projects
2018	Setback: Disagreement with line manager	Conflict resolution, Negotiation	Navigating workplace challenges
2019	Senior Operations Manager	Strategic thinking, Crisis management	Leading in high-pressure environments
2021	Setback: Redundancy	Adaptability, Career resilience	Overcoming unexpected career shifts
2023	Director of Operations	Executive leadership, Policy development	Influencing industry-wide decisions

Plot Your Journey



Identifying Career Themes and Patterns

Sarah's career can be broken into four distinct phases:

- **Phase 1 (2010–2013):** Learning & Skill Building – Developing technical expertise and building a foundation in industry fundamentals.
- **Phase 2 (2014–2016):** Growth & Leadership – Taking on leadership roles and honing problem-solving and team management skills.
- **Phase 3 (2017–2020):** Challenges & Resilience – Overcoming setbacks, navigating workplace dynamics, and emerging stronger.
- **Phase 4 (2021–Present):** Executive Leadership & Influence – Shaping industry decisions and driving strategy at a senior level.

Looking Ahead: Sarah’s Future Career Map

Success Timeline (Next 5–10 Years)

Sarah envisions her career advancing through roles that deepen her impact, broaden her influence, and align with her aspirations:

Future role / goal	Skills to develop	Potential challenges
VP of Operations	Advanced leadership, Industry foresight	Navigating regulatory changes
Chief Operating Officer	Executive decision-making, Policy advocacy	Balancing operational and strategic priorities
Industry Consultant & Speaker	Thought leadership, Public speaking	Establishing credibility in the field

Short-Term Development Goals (6–12 Months):

To support her ambitions, Sarah has outlined key development priorities for the near future:

- Build a stronger professional network and establish relationships with senior industry leaders.
- Enrol in an executive leadership programme, potentially with a focus on sustainability.
- Enhance public speaking and policy advocacy skills to elevate her industry influence.
- Identify and engage a new mentor to provide guidance on her next career steps.