AEC PM Connect Kansas City 2026

From Our Journey to Your Roadmap: Building Career Pathing at Your Organization

Career Pathing Action Plan

Name: **Organization/Role:**

Fill this in as we go. You won't leave with a finished program—you'll leave with a clear first move for your own organization.

1 Where my organization is today (Readiness Snapshot)

Our "sweet spot" to start – where already working + missing + leadership will support overlap:

Our biggest gap right now is... (check one)

- ☐ **Structure** — clear levels & more than one way to grow
- ☐ **Tools & Conversations** — road-mapper, IDPs, career-talk prompts
- ☐ **Adoption** — manager enablement, communications, change management

2 My top implementation roadblocks (Roadblock Workshop)

Two barriers I'll face back home – and one action for each (borrow from our table & Dudek's lessons):

Roadblock	One action to move past it

3 Building blocks I'll borrow (Steal from Dudek)

Circle the pieces I'll adapt, then note how:

Levels & tracks · Three ways to grow · Road-mapper · 3-circle exercise · IDPs · Career-talk prompts · Train-the-trainer · Manager guides · Comms plan · Post-launch survey

4 My first three steps · My commitment (Commit + Pair)

1. My starting point (which building block first):

2. My sponsor/ally to make the case:

3. My one 30-day action:

My accountability partner from today:

Remember: start simple · build it with the business · involve the right people early · plan your communications.