

# Employee Development Preferences

**Employee Role:** Senior Data & AI Consultant **Department:** Data & AI Advisory — Applied AI Sub-Team **Organisation:** Northbridge Advisory Partners  
**Collected By:** L&D Manager, People Development **Date:** Current development planning cycle

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## Career Aspirations

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I want to move toward a Principal Consultant or Engagement Lead role within the next 18–24 months. My interest is in leading client engagements end-to-end rather than only the technical delivery stream. I see business development and client relationship management as the main areas where I need to grow — the technical side feels solid.

I am also interested in building a visible profile within the firm. The knowledge-sharing goal from my review aligns with this, though I have struggled to protect time for it during busy delivery periods.

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## Learning Style Preferences

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- I learn best through hands-on experience — being thrown into a real situation with support available works better for me than classroom-style training.
  - Short, focused coaching sessions (30–45 minutes) work well. I dislike full-day workshops unless they include significant practical exercises.
  - I prefer one-to-one mentoring over group programmes. Previous group mentoring at my last firm felt too generic.
  - I am open to self-directed learning for structured presentation skills (e.g., online modules) but find it harder to stay motivated without a clear deadline.
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## Specific Interests

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1. **Presentation coaching:** I want to improve how I structure steering committee updates. Ideally paired with someone who regularly presents to client leadership.
  2. **Proposal writing exposure:** I would like to be a contributing author on upcoming bids, not just the technical input section. I recognise I need help with commercial framing and risk language.
  3. **Cross-practice visibility:** I have wanted to join the Data Engineering community of practice sessions for a while. I also think the Strategy & Analytics team has interesting client work that overlaps with what we do.
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## Constraints and Availability

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- Delivery commitments are heavy through the next busy season. Any formal training or coaching should ideally begin in the upcoming development plan window or use short sessions that can fit around project work.
  - I am based in the Manchester office two days a week and remote three days. In-person sessions need to align with office days.
  - Budget: I have not checked whether my development budget from last year was used. The L&D Manager may need to confirm what is still available.
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## Notes from L&D Manager

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The employee's preferences are clear on coaching and stretch assignments but vague on what "visible profile" means in practice. The interest in cross-practice networking is new — this was not mentioned during the mid-year check-in. The budget query is unresolved; the previous year's allocation may have lapsed under the new policy, but I have not confirmed with the HRIS Administrator yet.