

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:** 20 January 2027

Career Aspirations

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.

Learning Style Preferences

- 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

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

- Delivery commitments are heavy through February and March. Any formal training or coaching should ideally begin in Q2 2027 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

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.
