From Doer to Decider 30-Day Plan

Connected video: From Doer to Decider: How to Build the Skills That Move You Up | Keyword: DECIDER

Step 1 - Practice the enabling skills

Enabling skill	Definition	Example practice	My practice / notes
Critical thinking	*Question claims, check assumptions, and compare options.*	*Ask what a number or process is based on before recommending a fix.*	
Decision-making	Choose a path when there are tradeoffs or incomplete information.	Make the call on a small process change with a deadline.	
Innovation	Test a better way to work.	Run a two-week experiment on a recurring bottleneck.	
Influencing others	Get buy-in through trust, evidence, and clear framing.	Frame your idea around the manager or team priority.	
Collaboration	Work across people or teams so the work moves together.	Clarify roles and handoffs at the start of a cross-team task.	

Step 2 - 30-day visible track record plan

Week	Example focus	What to do	What to collect as proof	My notes
Week 1	*Example: recurring scheduling confusion*	*Pick one small problem. Write a one-page memo: situation, options, recommendation.*	*Memo, screenshots of current process, repeated issue count*	
Week 2	Example: own one small decision	Ask for ownership of one decision or run a two-week experiment.	Decision journal entry, decision date, expected result	
Week 3	Example: share early results	Ask one person from another team for input and give credit.	Feedback, meeting notes, early before/after result	
Week 4	Example: write the outcome	Turn the result into one sentence for resume, LinkedIn, or interview use.	Final result, number, stronger bullet	

Sources to read next

McKinsey Global Institute - Workforce in Motion: Skills and Pathways to Future Jobs in the United States

This Emerald resource turns source material and Emerald coaching guidance into a practical worksheet. It does not republish the report PDF. Use your own real facts, numbers, and work examples.