

— ONE-PAGE CURRICULUM MAP

The Learning *Journey*

A role-based path that shows how a person grows from day one to leadership readiness, sequencing the right learning at the right moment so development is intentional, not incidental.

4

JOURNEY STAGES

Role-Based

SEQUENCING

Ready

FOR PROMOTION

A. The End-to-End Path

Stage 01

Onboard

0-90 DAYS

Welcome & Culture

Role Foundations

Systems & Tools

First 90 Plan

Outcome: confident, connected, and productive in role.

Stage 02

Build

MONTHS 3-12

Core Skills

Role Certifications

Collaboration

Feedback Skills

Outcome: fully proficient and contributing independently.

Stage 03

Stretch

YEAR 1-2

Advanced Craft

Project Leadership

Influence

Mentoring

Outcome: high performer modeling skills and developing others.

Stage 04

Lead

YEAR 2+

Catalyst Cohort

360 & Coaching

Strategic Acumen

Succession Ready

Outcome: promotion-ready, entering the leadership pipeline.

B. What Makes the Journey Work

Mapped to Competencies

Each stage advances specific competencies and proficiency tiers from the Catalyst Framework.

Right Time, Right Learning

Sequencing means people get what they need when they need it, no firehose, no gaps.

Feeds the Pipeline

The journey ends where succession begins, building a visible bench of ready talent.