

Sarder Learning “Career Growth” Matrix

Operational Level	Management Level	No. of Years	Skills Requirement	Competency Requirements	Functional Requirements
Management Level	C Level, VP, GM, Directors	18+ Years	Advanced Management + Advanced Leadership Skills	Executive Coaching, Change Management, Leadership, Delegation, Empowerment	Management Level
Executory Level	Legacy Managers	10 – 18 Years	Intermediate Management & Leadership Skills	Problem Solving, Team Building, Talent Development, Performance Management	Advanced Level
Operative Level	New Managers	5 – 10 Years	Basic Management & Leadership Skills	Emotional Intelligence, Coaching for Performance, Job Assignment	Expert Level
Operative Level	New Hires	0 – 5 Years	Functional Skills	Communication skills, Positive attitude, Team Player, Time Management	Beginners to Intermediate Level