# ANIL SEN -- 0-3 Month Skill Boost Plan

This document outlines the 0-3 month skill upgrade plan for ANIL SEN, focusing on closing immediate skill gaps, recommended courses, proof-of-concept (POC) deliverables, and the direct business impact for manipal.

## Executive Summary

**Employee**: ANIL SEN

**Current Role**: Relationship Executive Gold Loan at Manipal Fintech Pvt Ltd

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

**Skill Gap Analysis**: Based on internal assessment

**Priority Skills for Development**: Python, Risk Management, Business Development, Data Analysis

**Course Modules**: 34 topics across 12 chapters

## Detailed Learning Roadmap

## Execution Priority

### Phase 1: Weeks 1-4 (Critical Skills)

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| **Timeline** | **Skill Gap** | **Priority Level** | **Recommended Skills/Tools** | **Course Recommendation** | **Proposed POC** | **Business Impact for manipal** | **Competitor Benchmark** |
| 0-1 Month | Python | Critical | Python Programming, Pandas | Personalized Learning Path for ANIL SEN (Ch. 1-3) | Develop a Python script for data analysis of gold loan portfolios | Improved data handling and analysis efficiency | Competitors using Python for advanced analytics |
| 0-1 Month | Risk Management | Critical | Risk Assessment Tools | Personalized Learning Path for ANIL SEN (Ch. 4-6) | Create a risk assessment framework for loan approvals | Enhanced risk mitigation and decision making | Industry leaders utilizing sophisticated risk models |
| 1-3 Months | Business Development | Important | Market Analysis, CRM Tools | Personalized Learning Path for ANIL SEN (Ch. 7-9) | Design a business development strategy for gold loans | Growth in client acquisition and market expansion | Competitors expanding market reach with targeted strategies |
| 1-3 Months | Data Analysis | Nice-to-have | Data Visualization, Excel | Personalized Learning Path for ANIL SEN (Ch. 10-12) | Prepare a comprehensive data report on loan performance | Informed strategic decisions based on data insights | Competitors leveraging data for strategic planning |

Focus on Python and Risk Management → Deliver Python data analysis script and risk assessment framework → Address competitor gaps in advanced analytics and risk management.

### Phase 2: Weeks 5-12 (Strategic Enhancement)

Advanced skills in Business Development and Data Analysis → Complete business development strategy and comprehensive data report → Achieve parity with top competitors in market expansion and data-driven decision making.

## Competitive Intelligence

**Internal Assessment**: Based on role requirements and industry standards

### Priority Recommendations

* Focus on selected priority skills for maximum impact

Instructions:

1. 1. Analyze the employee's missing skills from prioritySkillsSelected and skill gap data
2. 2. Map course chapters to specific skill gaps with priority levels
3. 3. Create realistic POCs based on their role, existing skills, and competitor benchmarks
4. 4. Focus on business impact relevant to their company/industry and competitive positioning
5. 5. Ensure timeline is practical and progressive
6. 6. Use technical tools and frameworks appropriate for their field
7. 7. Make POCs specific and measurable with competitive context
8. 8. Connect learning to direct business value and competitive advantage
9. 9. Include competitor benchmark information where available

10. Prioritize critical gaps over nice-to-have skills