# Animesh Kumar -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Animesh Kumar

**Current Role**: Sales & Operations Leader

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Business Development, Commercial Strategy

**Course Modules**: 18 topics across 6 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 | Business Development | Critical | Sales Automation Tools, CRM Software | Personalized Learning Path for Animesh Kumar (Chapter 1: Business Development Fundamentals) | Develop a business development plan for a new market segment | Increased market reach and customer acquisition | Benchmark against competitor X's market entry strategy |
| 0-1 Month | Commercial Strategy | Critical | Competitive Analysis Tools, Financial Modeling | Personalized Learning Path for Animesh Kumar (Chapter 2: Commercial Strategy Essentials) | Create a competitive pricing strategy for new product lines | Enhanced competitive positioning and profitability | Benchmark against competitor Y's pricing tactics |
| 1-3 Months | Advanced Business Development | Important | Data Analytics Tools, Lead Generation Platforms | Personalized Learning Path for Animesh Kumar (Chapter 3: Advanced Business Development Techniques) | Implement an advanced lead generation campaign | Improved lead conversion rates and sales growth | Benchmark against competitor Z's lead generation efficiency |
| 1-3 Months | Strategic Commercial Planning | Nice-to-have | Market Simulation Software, Strategic Planning Frameworks | Personalized Learning Path for Animesh Kumar (Chapter 4: Strategic Commercial Planning) | Develop a long-term strategic commercial plan | Sustainable business growth and market leadership | Benchmark against competitor A's strategic planning approach |

Focus on Business Development and Commercial Strategy → Deliver a business development plan and competitive pricing strategy → Address competitor gaps in market entry and pricing tactics.

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

Advanced skills in Business Development and Strategic Commercial Planning → Complete lead generation campaigns and strategic commercial plans → Achieve parity with top competitors in lead conversion and strategic planning.

## 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 priority Skills Selected 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