# Ankur Mathur -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Ankur Mathur

**Current Role**: Head HR in Manipal Fintech Pvt. Ltd. (The Manipal Group Company) | HR Partnering | HR Strategy | People Management | IIM Lucknow |

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Project Management, Strategic Planning, Business Development, Communication

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

## Detailed Learning Roadmap

## Execution Priority

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

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Timeline** | **Skill Gap** | **Priority Level** | **Recommended Skills/Tools** | **Course Recommendation** | **Proposed POC** | **Business Impact for manipal** | **Competitor Benchmark** |
| 0-1 Month | Project Management | Critical | Agile, Scrum, PMBOK | Personalized Learning Path, Module 1-4 | Create a project plan for a HR initiative | Enhanced project efficiency and timelines | Leading HR firms utilizing Agile methodologies |
| 0-1 Month | Strategic Planning | Critical | SWOT Analysis, Balanced Scorecard | Personalized Learning Path, Module 5-8 | Develop a strategic HR plan for the next fiscal year | Improved strategic alignment and goal setting | Competitors using advanced strategic frameworks |
| 1-3 Months | Business Development | Important | CRM tools, Market Analysis | Personalized Learning Path, Module 9-11 | Identify potential business partnerships for HR services | Increased revenue streams and partnerships | Competitors expanding HR service offerings |
| 1-3 Months | Communication | Nice-to-have | Advanced Communication Techniques, Public Speaking | Personalized Learning Path, Module 12 | Conduct a communication workshop for HR team | Better internal communication and team collaboration | Competitors investing in communication training programs |

Focus on Project Management and Strategic Planning → Deliver project plans and strategic HR initiatives → Address competitor gaps in project efficiency and strategic frameworks.

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

Advanced skills in Business Development and Communication → Complete partnership identification and communication workshops → Achieve parity with top competitors in HR service offerings and internal communication.

## 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