# Avinash Singh -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Avinash Singh

**Current Role**: Deputy Manager - Training

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Data Analysis, Project Management, Financial Modeling, Market Analysis

**Course Modules**: 33 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 | Data Analysis | Critical | Excel, Python, SQL | Personalized Learning Path: Data Analysis Modules | Data-driven decision-making model for training | Enhanced strategic decision-making | Leading companies using data analytics |
| 0-1 Month | Project Management | Critical | MS Project, Asana, Agile methodologies | Personalized Learning Path: Project Management Modules | Project plan for a new training initiative | Improved project execution and efficiency | Competitors excelling in project management |
| 1-3 Months | Financial Modeling | Important | Excel, Financial Simulation software | Personalized Learning Path: Financial Modeling Modules | Financial forecast for training programs | Better budget management and program forecasting | Companies with robust financial modeling |
| 1-3 Months | Market Analysis | Nice-to-have | Market Research tools, SWOT analysis frameworks | Personalized Learning Path: Market Analysis Modules | Market analysis report for training needs | Strategic alignment with market demands | Competitors conducting market analysis |

Focus on Data Analysis and Project Management → Deliver data-driven decision-making models and project plans for new training initiatives → Address competitor gaps in strategic decision-making and project efficiency.

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

Advanced skills in Financial Modeling and Market Analysis → Complete financial forecasts and market analysis reports for training programs → Achieve parity with top competitors in budget management and strategic alignment with market demands.

## 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.