# Chandrasekhar BS -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Chandrasekhar BS

**Current Role**: Senior Manager at Max Life Insurance Company Limited

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Financial Analysis, Strategic Planning, Negotiation, Project Management

**Course Modules**: 36 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 | Financial Analysis | Critical | Financial Analysis Software (e.g., Excel, Power BI) | Personalized Learning Path for Chandrasekhar BS - Module 1-3 | Financial Analysis Report on recent financial trends | Improved decision-making and financial strategy | Competitor X uses advanced financial analysis for strategic decisions |
| 0-1 Month | Strategic Planning | Critical | Strategic Planning Frameworks (e.g., SWOT, PEST) | Personalized Learning Path for Chandrasekhar BS - Module 4-6 | Strategic Plan for new market entry | Enhanced strategic direction and market positioning | Competitor Y has a comprehensive strategic planning team |
| 1-3 Months | Negotiation | Important | Negotiation Techniques (e.g., BATNA, ZOPA) | Personalized Learning Path for Chandrasekhar BS - Module 7-9 | Negotiation Strategy for key client contracts | Increased client acquisition and retention | Competitor Z excels in client negotiations and retention |
| 1-3 Months | Project Management | Nice-to-have | Project Management Tools (e.g., MS Project, Agile methodologies) | Personalized Learning Path for Chandrasekhar BS - Module 10-12 | Project Plan for cross-departmental collaboration | Improved project execution and efficiency | Competitor A has streamlined project management processes |

Focus on Financial Analysis and Strategic Planning → Deliver Financial Analysis Report and Strategic Plan → Address competitor gaps in financial strategy and market positioning.

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

Advanced skills in Negotiation and Project Management → Complete Negotiation Strategy and Project Plan → Achieve parity with top competitors in client retention and project efficiency.

## 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