# Debjit Roy -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Debjit Roy

**Current Role**: Area Head, Government Business at IDFC FIRST Bank

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Financial Analysis, Python, Risk Management, Strategic Planning, Budgeting, Data Analysis

**Course Modules**: 44 topics across 18 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 | Excel, Tableau | Personalized Learning Path for Debjit Roy, Module 1 | Financial Analysis Report | Improved decision-making and financial forecasting | Competitor X uses advanced financial modeling tools |
| 0-1 Month | Python | Critical | Python, Jupyter Notebook | Personalized Learning Path for Debjit Roy, Module 2 | Python Data Script | Enhanced data processing and automation | Competitor Y has integrated Python for automation |
| 1-3 Months | Risk Management | Important | Risk Assessment Tools | Personalized Learning Path for Debjit Roy, Module 3 | Risk Assessment Plan | Mitigation of potential business risks | Competitor Z has a robust risk management framework |
| 1-3 Months | Strategic Planning | Important | Strategic Frameworks | Personalized Learning Path for Debjit Roy, Module 4 | Strategic Plan Report | Long-term business growth and sustainability | Competitor A excels in strategic foresight |
| 1-3 Months | Budgeting | Nice-to-have | Budgeting Software | Personalized Learning Path for Debjit Roy, Module 5 | Budget Analysis Report | Efficient resource allocation | Competitor B has precise budgeting mechanisms |
| 1-3 Months | Data Analysis | Nice-to-have | SQL, Data Visualization | Personalized Learning Path for Debjit Roy, Module 6 | Data Insights Presentation | Data-driven business decisions | Competitor C employs advanced data analytics |

Focus on Financial Analysis and Python → Deliver Financial Analysis Report and Python Data Script → Address competitor gaps in financial modeling and automation.

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

Advanced skills in Risk Management, Strategic Planning, Budgeting, and Data Analysis → Complete Risk Assessment Plan, Strategic Plan Report, Budget Analysis Report, and Data Insights Presentation → Achieve parity with top competitors in risk management, strategic foresight, budgeting efficiency, and data analytics.

## Competitive Intelligence

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

### Priority Recommendations

* Focus on Financial Analysis and Python for maximum impact in the initial month
* Gradually enhance skills in Risk Management and Strategic Planning in the following months
* Integrate Budgeting and Data Analysis as supplementary skills for long-term 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.