# Firoj khan -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Firoj khan

**Current Role**: Gold Loan manager at Manipal Fintech

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Budgeting, Financial Analysis, Team Leadership, Financial Reporting, Risk Management

**Course Modules**: 43 topics across 15 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 | Budgeting | Critical | Excel, Financial Modeling | Personalized Learning Path: Budgeting modules | Create a comprehensive departmental budget | Improved financial control and resource allocation | Competitor X uses advanced budgeting tools to optimize costs |
| 0-1 Month | Financial Analysis | Critical | Data Analytics, SQL | Personalized Learning Path: Financial Analysis modules | Conduct a detailed financial performance analysis | Enhanced decision-making and profitability | Competitor Y leverages robust financial analysis for strategic decisions |
| 1-3 Months | Team Leadership | Important | Leadership frameworks, Coaching tools | Personalized Learning Path: Team Leadership modules | Develop and implement a team development plan | Increased team cohesion and productivity | Competitor Z has strong leadership programs that boost team performance |
| 1-3 Months | Financial Reporting | Nice-to-have | Reporting software, IFRS standards | Personalized Learning Path: Financial Reporting modules | Prepare a quarterly financial report | Accurate and timely financial communication | Competitor A ensures compliance with transparent financial reporting |

Focus on Budgeting and Financial Analysis → Deliver comprehensive departmental budget and financial performance analysis → Address competitor gaps in cost optimization and strategic decision-making.

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

Advanced skills in Team Leadership and Financial Reporting → Complete team development plan and quarterly financial report → Achieve parity with top competitors in leadership and financial transparency.

## 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.