# Girish Gaikwad -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Girish Gaikwad

**Current Role**: Gold Loan and Financial services

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Strategic Planning, Team Leadership, Budgeting, Financial Analysis

**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 | Strategic Planning | Critical | SWOT Analysis, PESTLE Analysis | Personalized Learning Path for Girish Gaikwad - Chapter 1: Introduction to Strategic Planning | Develop a strategic plan for a new product offering | Enhanced decision-making; increased market share | HDFC Bank's strategic planning approach |
| 0-1 Month | Team Leadership | Critical | Leadership models, Conflict resolution | Personalized Learning Path for Girish Gaikwad - Chapter 2: Fundamentals of Team Leadership | Lead a team project to improve loan processing efficiency | Improved team performance; higher productivity | ICICI Bank's leadership training programs |
| 1-3 Months | Budgeting | Important | Financial modeling, Cost management | Personalized Learning Path for Girish Gaikwad - Chapter 3: Mastering Budgeting Techniques | Create a detailed budget for department operations | Optimized resource allocation; cost savings | Kotak Mahindra's budgeting practices |
| 1-3 Months | Financial Analysis | Nice-to-have | Ratio analysis, Trend analysis | Personalized Learning Path for Girish Gaikwad - Chapter 4: Advanced Financial Analysis | Conduct a comprehensive financial analysis of loan portfolios | Better risk management; improved financial health | Axis Bank's financial analysis methodologies |

Focus on Strategic Planning and Team Leadership → Deliver strategic plan and team project → Address competitor gaps in decision-making and team performance.

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

Advanced skills in Budgeting and Financial Analysis → Complete budgeting project and financial analysis → Achieve parity with top competitors in resource optimization and risk management.

## 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