# Himanshu Matta -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Himanshu Matta

**Current Role**: Deputy Vice President II at Indusind Bank Limited

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

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

**Course Modules**: 27 topics across 9 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 | Advanced Financial Analysis Techniques | Critical | Financial Modeling, Statistical Analysis | Personalized Learning Path for Himanshu Matta (Modules on Advanced Financial Analysis) | Create a detailed financial model for a new banking product | Improved accuracy in financial projections, aiding better strategic decisions | ICICI Bank's advanced financial modeling approach |
| 0-1 Month | Risk Assessment and Mitigation | Critical | Risk Assessment Tools, Compliance Software | Personalized Learning Path for Himanshu Matta (Modules on Risk Management) | Develop a comprehensive risk management plan for the current portfolio | Enhanced risk mitigation strategies reducing potential losses | HDFC Bank's robust risk management framework |
| 1-3 Months | Strategic Financial Planning | Important | Strategic Planning Tools, Scenario Analysis | Personalized Learning Path for Himanshu Matta (Modules on Strategic Planning) | Formulate a strategic plan for the next fiscal year incorporating financial analysis and risk management insights | More effective strategic initiatives aligning with organizational goals | Axis Bank's strategic planning methodologies |
| 1-3 Months | Advanced Project Management | Nice-to-have | Project Management Software, Agile Techniques | Personalized Learning Path for Himanshu Matta (Modules on Project Management) | Implement an agile project management framework for ongoing projects | Improved project delivery timelines and efficiency | Kotak Mahindra Bank's project management processes |

Focus on Financial Analysis and Risk Management → Deliver financial model and risk management plan → Address competitor gaps in advanced financial modeling and risk frameworks.

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

Advanced skills in Strategic Planning → Complete fiscal year strategic plan → Achieve parity with top competitors in strategic planning methodologies.

## 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