# Manish Baghel -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Manish Baghel

**Current Role**: Tha Manipal Group

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Financial Modeling, Risk Management, Data Analysis, 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 | Financial Modeling | Critical | Excel, Python, Financial Software | Personalized Learning Path (Chapter 1-3) | Create a financial model for a new project | Improved accuracy in financial projections | Competitor X: Advanced financial modeling |
| 0-1 Month | Risk Management | Critical | Risk Assessment Tools, Statistical Analysis | Personalized Learning Path (Chapter 4-6) | Develop a risk management plan for ongoing projects | Enhanced decision-making and risk mitigation | Competitor Y: Robust risk management frameworks |
| 1-3 Months | Data Analysis | Important | Data Visualization Tools, SQL, Power BI | Personalized Learning Path (Chapter 7-9) | Conduct detailed data analysis for client projects | Data-driven insights and improved client outcomes | Competitor Z: Superior data analysis capabilities |
| 1-3 Months | Financial Analysis | Nice-to-have | Financial Reporting Tools, Advanced Excel | Personalized Learning Path (Chapter 10-12) | Prepare comprehensive financial reports and forecasts | Strategic business planning and performance tracking | Competitor A: Strong financial reporting standards |

Focus on Financial Modeling and Risk Management → Deliver financial model for new project and risk management plan → Address competitor gaps in advanced financial modeling and robust risk management frameworks.

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

Advanced skills in Data Analysis and Financial Analysis → Complete detailed data analysis and prepare comprehensive financial reports → Achieve parity with top competitors in data-driven insights and strong financial reporting standards.

## 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