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

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

## Executive Summary

**Employee**: Manish Dhoundiyal

**Current Role**: Sr. Trainer at Manipal Fintech

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Project Management, Python, Communication, Data Analysis, Financial Modeling

**Course Modules**: 45 topics across 15 chapters

## Detailed Learning Roadmap

## Execution Priority

### Phase 1: Weeks 1-4 (Critical Skills)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Timeline** | **Skill Gap** | **Priority Level** | **Recommended Skills/Tools** | **Course Recommendation** | **Proposed POC** | **Business Impact for manipal** | **Competitor Benchmark** |
| 0-1 Month | Project Management | Critical | Project Management Tools (e.g., Microsoft Project, Asana) | Personalized Learning Path for Manish Dhoundiyal (Project Management Modules) | Develop a project plan for a fintech training program | Improved project execution efficiency | Competitors like FinTech Academy utilize advanced project management tools for streamlined operations |
| 0-1 Month | Python | Critical | Python, Jupyter Notebook | Personalized Learning Path for Manish Dhoundiyal (Python Introduction Modules) | Write a Python script to automate a repetitive task in training | Increased automation and efficiency in training processes | Companies like Coursera use Python for automating content delivery |
| 1-3 Months | Data Analysis | Important | Excel, Python libraries (pandas, NumPy) | Personalized Learning Path for Manish Dhoundiyal (Data Analysis Modules) | Analyze training data to identify trends and insights | Data-driven decision-making for training improvements | Udacity leverages data analysis to refine their course offerings |
| 1-3 Months | Financial Modeling | Nice-to-have | Excel, Financial Modeling Software | Personalized Learning Path for Manish Dhoundiyal (Financial Modeling Modules) | Create a financial model for a new fintech product | Better financial forecasting and strategic planning | Top fintech firms like Stripe excel in financial modeling for product development |

Focus on Project Management and Python → Deliver project plan and Python script → Address competitor gaps in project management and automation.

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

Advanced skills in Data Analysis and Financial Modeling → Complete data analysis and financial model projects → Achieve parity with top competitors in data-driven decision-making and financial planning.

## 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