# Niranjan Bhat -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Niranjan Bhat

**Current Role**: Chartered Accountant | Finance Leader | 14+ Yrs in Finance, Accounting, Treasury & Taxation | Expert in FP&A, Fin. Reporting, MIS, Treasury & Compliance | Mining, IT, FinTech Industry | Strategic Growth.

**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, Budgeting, Financial Reporting

**Course Modules**: 35 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 Analysis | Critical | Excel, Power BI, Tableau | Personalized Learning Path: Financial Analysis | Develop a comprehensive financial analysis report for a recent quarter | Enhanced accuracy in financial decisions | Leading firms using advanced analytics tools |
| 0-1 Month | Risk Management | Critical | Risk assessment frameworks, Monte Carlo simulation | Personalized Learning Path: Risk Management | Conduct a risk assessment for a new project | Improved risk mitigation strategies | Top companies employ robust risk management practices |
| 1-3 Months | Budgeting | Important | Budgeting software (e.g., Adaptive Insights, Oracle Hyperion) | Personalized Learning Path: Budgeting | Create a detailed budget plan for the upcoming fiscal year | Optimized resource allocation and cost savings | Competitors optimizing budgeting processes |
| 1-3 Months | Financial Reporting | Nice-to-have | Advanced reporting tools, IFRS knowledge | Personalized Learning Path: Financial Reporting | Prepare an annual financial report with insights for stakeholders | Enhanced transparency and compliance in reporting | Companies with strong financial reporting standards |

Focus on Financial Analysis and Risk Management → Deliver comprehensive financial analysis report and risk assessment for a new project → Address competitor gaps in analytics and risk management practices.

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

Advanced skills in Budgeting and Financial Reporting → Complete detailed budget plan and annual financial report → Achieve parity with top competitors in resource allocation and 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