# Pramod Naidu -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Pramod Naidu

**Current Role**: Regional Head Sales Manipal Fintech

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Business Development, Strategic Planning, Commercial Strategy, Leadership

**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 | Business Development | Critical | CRM systems, Market segmentation tools | Personalized Learning Path for Pramod Naidu (Module 1-3) | Develop a market entry strategy for a new product | Increased market share and revenue growth | Benchmark: XYZ Fintech's market penetration strategy |
| 0-1 Month | Strategic Planning | Critical | SWOT analysis, Balanced Scorecard | Personalized Learning Path for Pramod Naidu (Module 4-6) | Create a strategic plan for entering a new region | Enhanced strategic direction and resource allocation | Benchmark: ABC Fintech's regional expansion blueprint |
| 1-3 Months | Commercial Strategy | Important | Financial modeling, Pricing strategy tools | Personalized Learning Path for Pramod Naidu (Module 7-9) | Design a competitive pricing model | Improved profitability and competitive pricing | Benchmark: DEF Fintech's pricing model |
| 1-3 Months | Leadership | Nice-to-have | Leadership assessment tools, Team management software | Personalized Learning Path for Pramod Naidu (Module 10-12) | Implement a leadership development program | Stronger team cohesion and leadership pipeline | Benchmark: GHI Fintech's leadership training program |

Focus on Business Development and Strategic Planning → Deliver market entry strategy and strategic plan → Address competitor gaps in market penetration and regional expansion.

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

Advanced skills in Commercial Strategy and Leadership → Complete competitive pricing model and leadership development program → Achieve parity with top competitors in pricing and leadership.

## 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.