# RAMKUMAR SUBRAMONIAN -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: RAMKUMAR SUBRAMONIAN

**Current Role**: Senior Banking Professional / IIM Calcutta / CBO/ Growth Leader

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

**Skill Gap Analysis**: Based on internal assessment and competitive benchmarking

**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 | Financial Analysis | Critical | Advanced Excel, Financial Modeling, Data Visualization | Personalized Learning Path (Chapters 1-3) | Develop a comprehensive financial model for a new product line | Improved financial forecasting and decision-making | Wells Fargo's financial modeling excellence |
| 0-1 Month | Risk Management | Critical | Risk Assessment Tools, Scenario Analysis | Personalized Learning Path (Chapters 4-6) | Create a risk assessment and mitigation plan for a high-risk investment | Enhanced risk mitigation strategies | JPMorgan's risk management protocols |
| 1-3 Months | Strategic Planning | Important | SWOT Analysis, Strategic Frameworks (e.g., Porter’s Five Forces) | Personalized Learning Path (Chapters 7-9) | Develop a strategic plan for entering a new market | Long-term strategic growth and market positioning | Citibank's strategic market entry plans |
| 1-3 Months | Advanced Financial Analysis | Nice-to-have | Predictive Analytics, Advanced Financial Tools | Specialized Modules on Predictive Analytics | Conduct a predictive financial analysis for upcoming fiscal year | Proactive financial management and forecasting | Goldman Sachs' predictive financial analytics |

Focus on Financial Analysis and Risk Management → Deliver comprehensive financial models and risk mitigation plans → Address competitor gaps in financial modeling and risk protocols.

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

Advanced skills in Strategic Planning and Predictive Financial Analysis → Complete strategic market entry plans and predictive financial analyses → Achieve parity with top competitors in strategic growth and financial forecasting.

## 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