# Sajeesh ko -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Sajeesh ko

**Current Role**: 10+ year Experience in GOLD LOAN Industry (Kerala)

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Communication, Team Leadership, Financial Analysis, Problem Solving

**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 | Communication | Critical | Effective communication tools, Active listening techniques | Personalized Learning Path for Sajeesh ko (Communication Modules) | Develop and conduct a training session for team members | Improved team dynamics and client interactions | Competitor X's training programs emphasize communication |
| 0-1 Month | Team Leadership | Critical | Leadership frameworks, Conflict resolution strategies | Personalized Learning Path for Sajeesh ko (Leadership Modules) | Lead a team project incorporating new leadership techniques | Enhanced team performance and morale | Competitor Y's leadership development initiatives |
| 1-3 Months | Financial Analysis | Important | Financial modeling tools, Data analysis software | Personalized Learning Path for Sajeesh ko (Financial Analysis Modules) | Complete a financial analysis report on a new gold loan product | Better decision-making and product development | Competitor Z's financial analysis training |
| 1-3 Months | Problem Solving | Nice-to-have | Critical thinking frameworks, Root cause analysis tools | Personalized Learning Path for Sajeesh ko (Problem Solving Modules) | Develop a problem-solving framework for the team | Long-term improvement in operational efficiency | Competitor A's problem-solving workshops |

Focus on communication and team leadership → Deliver training session and lead team project → Address competitor gaps in communication and leadership development.

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

Advanced skills in financial analysis and problem solving → Complete financial analysis report and develop a problem-solving framework → Achieve parity with top competitors in financial expertise and operational efficiency.

## 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