# Sanjay Raghuraman -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Sanjay Raghuraman

**Current Role**:

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

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

**Course Modules**: 42 topics across 15 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 | Advanced Data Analysis | Critical | Python (Pandas, NumPy), Excel | Personalized Learning Path - Chapters 1-5 | Create a comprehensive data report | Improved data-driven decision-making | Leading competitors use similar tools |
| 0-1 Month | Python for Data Science | Critical | Python (scikit-learn, matplotlib) | Personalized Learning Path - Chapters 6-10 | Develop a machine learning model | Enhanced predictive analytics capabilities | Competitors have strong ML capabilities |
| 1-3 Months | Financial Modeling | Important | Excel, Python | Personalized Learning Path - Chapters 11-14 | Build an advanced financial model | Better financial forecasting and risk analysis | Advanced financial models in use |
| 1-3 Months | Communication Skills | Nice-to-have | Presentation tools, Public Speaking | Personalized Learning Path - Chapters 15 | Execute a team presentation | Improved project presentations and stakeholder engagement | Effective communication practices by competitors |

Focus on Advanced Data Analysis and Python for Data Science → Deliver comprehensive data reports and machine learning models → Address competitor gaps in data analytics and predictive modeling.

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

Advanced skills in Financial Modeling and Communication → Complete advanced financial models and team presentations → Achieve parity with top competitors in financial forecasting and communication efficacy.

## 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