# Sathish Kumar -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Sathish Kumar

**Current Role**: Human Resource | Talent Development & Management

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Data Analysis, Project Management

**Course Modules**: 18 topics across 6 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 | Data Analysis | Critical | Excel, Power BI | Personalized Learning Path for Sathish Kumar | Create a HR analytics report | Improved decision-making in HR strategies | Google: HR data-driven decisions |
| 0-1 Month | Project Management | Critical | Trello, Asana | Personalized Learning Path for Sathish Kumar | Develop a project plan for a HR initiative | Efficient management of HR projects | Amazon: Streamlined HR project management |
| 1-3 Months | Advanced Data Analysis | Important | Python, R | Advanced modules in data analysis | Predictive analytics for talent management | Strategic insights for talent acquisition and retention | IBM: Predictive analytics in HR |
| 1-3 Months | Advanced Project Management | Nice-to-have | MS Project, Jira | Specialized modules in project management | Design an end-to-end HR project lifecycle | Enhanced long-term project success and alignment | Microsoft: Advanced project management tools |

Focus on Data Analysis and Project Management → Deliver HR analytics report and project plan → Address competitor gaps in data-driven decision-making and streamlined project management.

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

Advanced skills in predictive analytics and project lifecycle management → Complete predictive analytics and design project lifecycle → Achieve parity with top competitors in strategic HR insights and advanced project management tools.

## 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