# Shivam Gupta -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Shivam Gupta

**Current Role**: Business Strategy | CEO's Office | Manipal Fintech

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Financial Analysis, Risk 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 | Financial Analysis | Critical | Financial modeling, Excel | Personalized Learning Path for Shivam Gupta <br> Chapters 1-2 | Develop detailed financial models for current projects | Enhanced financial accuracy and forecasting capabilities | Benchmark against top fintech firms like Paytm and Razorpay |
| 0-1 Month | Risk Management | Critical | Risk assessment frameworks | Personalized Learning Path for Shivam Gupta <br> Chapters 3-4 | Create a comprehensive risk management plan | Improved risk identification and mitigation strategies | Compare with risk management practices at competitor firms |
| 1-3 Months | Advanced Financial Analysis | Important | Statistical analysis, Power BI | Personalized Learning Path for Shivam Gupta <br> Chapters 5 | Generate complex financial reports and dashboards | Strategic insights for better decision-making | Analyze advanced financial reporting methods of top fintechs |
| 1-3 Months | Strategic Risk Management | Nice-to-have | Specialized risk tools | Personalized Learning Path for Shivam Gupta <br> Chapters 6 | Implement industry-specific risk management practices | Long-term sustainability and competitive advantage | Evaluate strategic risk management models used by industry leaders |

- Focus on Financial Analysis and Risk Management

* Deliver detailed financial models and a comprehensive risk management plan
* Address competitor gaps in financial accuracy and risk mitigation

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

* Advanced skills in financial analysis and strategic risk management
* Complete complex financial reports and implement industry-specific risk management practices
* Achieve parity with top competitors in financial reporting and risk management strategies

## 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