# Sumeet Dhillon -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Sumeet Dhillon

**Current Role**: Strategic alliances and partnership head with expertise into fintech NBFC banking and FMCG segment

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

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

**Course Modules**: 29 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 | Python Programming | Critical | Python, Jupyter Notebook | Personalized Learning Path for Sumeet Dhillon | Develop a basic data analysis script | Enhanced data manipulation and analysis capabilities | Example: Paytm uses Python for analytics |
| 0-1 Month | Risk Management | Critical | Risk assessment tools | Personalized Learning Path for Sumeet Dhillon | Create a risk assessment report | Improved risk mitigation strategies | Example: Bajaj Finserv's risk management framework |
| 1-3 Months | Data Analysis | Important | Excel, Python libraries | Personalized Learning Path for Sumeet Dhillon | Perform a comprehensive data analysis | Better decision-making based on data insights | Example: HDFC Bank's data analytics team |
| 1-3 Months | Financial Modeling | Nice-to-have | Financial modeling tools | Personalized Learning Path for Sumeet Dhillon | Build financial models for partnerships | Accurate financial forecasting and analysis for alliances | Example: Kotak Mahindra's financial modeling for partnerships |

Focus on Python Programming and Risk Management → Deliver a basic data analysis script and a risk assessment report → Address competitor gaps in data analytics and risk management.

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

Advanced skills in Data Analysis and Financial Modeling → Complete comprehensive data analysis and build financial models for partnerships → Achieve parity with top competitors in data-driven decision making 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