# Sylvester Domingo -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Sylvester Domingo

**Current Role**: Digital Transformation, CX, Process Excellence, Audit & Compliance

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

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

**Course Modules**: 34 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 | Leadership | Critical | Leadership frameworks, Emotional Intelligence | Personalized Learning Path for Sylvester Domingo (Chapters 1-3) | Develop a leadership initiative for a key project | Improved team effectiveness and project outcomes | Google and Amazon leadership programs |
| 0-1 Month | Risk Management | Critical | Risk assessment tools, ISO 31000 | Personalized Learning Path for Sylvester Domingo (Chapters 4-6) | Create a risk management plan for a new initiative | Enhanced risk mitigation and compliance | IBM risk management frameworks |
| 1-3 Months | Data Analysis | Important | Advanced Excel, Power BI | Personalized Learning Path for Sylvester Domingo (Chapters 7-9) | Analyze customer data to identify trends | Data-driven decision making and customer insights | Microsoft and SAP data analysis practices |
| 1-3 Months | Financial Modeling | Nice-to-have | Financial modeling software, VBA | Personalized Learning Path for Sylvester Domingo (Chapters 10-12) | Build a financial model for a strategic initiative | Improved financial forecasting and planning | Deloitte and PwC financial modeling techniques |

Focus on Leadership and Risk Management → Deliver leadership initiative and risk management plan → Address competitor gaps in leadership development and risk mitigation.

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

Advanced skills in Data Analysis and Financial Modeling → Complete customer trend analysis and financial model → Achieve parity with top competitors in data-driven decision making and financial planning.

## 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