# Umesha Mulappa -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Umesha Mulappa

**Current Role**: Vice President & Business Head - Primacy Industries Ltd.

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Leadership, Project Management, Business Development, Financial Analysis

**Course Modules**: 31 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 | Advanced leadership frameworks | Personalized Learning Path for Umesha Mulappa | Leadership strategy presentation | Enhanced team performance and engagement | Google: Leadership training |
| 0-1 Month | Project Management | Critical | Agile project management tools | Personalized Learning Path for Umesha Mulappa | Project management plan | Improved project delivery timelines and quality | Apple: Agile methodologies |
| 1-3 Months | Business Development | Important | Market penetration strategies | Personalized Learning Path for Umesha Mulappa | Business development strategy | Increased market share and revenue | Amazon: Market penetration |
| 1-3 Months | Financial Analysis | Nice-to-have | Financial modeling and analysis | Personalized Learning Path for Umesha Mulappa | Financial performance report | Better financial decision-making and cost control | Microsoft: Financial modeling |

Focus on Leadership and Project Management → Deliver leadership strategy presentation and project management plan → Address competitor gaps in team performance and project delivery.

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

Advanced skills in Business Development and Financial Analysis → Complete business development strategy and financial performance report → Achieve parity with top competitors in market penetration and financial decision-making.

## 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.