# Urmil Badami -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Urmil Badami

**Current Role**: Business Lending for Maharashtra Region

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Financial Analysis, Strategic Planning, Risk Management, Financial Modeling

**Course Modules**: 30 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 | Financial Analysis | Critical | Excel, Power BI, Python | Personalized Learning Path: Financial Analysis Modules 1-3 | Develop a comprehensive financial report using historical data | Improved accuracy in financial reporting and decision-making | Competitors leveraging advanced analytics tools |
| 0-1 Month | Strategic Planning | Critical | SWOT Analysis, PESTLE | Personalized Learning Path: Strategic Planning Modules 4-6 | Create a strategic plan for business expansion in Maharashtra | Enhanced strategic initiatives leading to market growth | Competitors have clear, actionable strategic plans |
| 1-3 Months | Risk Management | Important | Risk Assessment Tools | Personalized Learning Path: Risk Management Modules 7-9 | Conduct a detailed risk assessment for potential loan portfolios | Reduced financial risk and enhanced portfolio security | Competitors minimize risk through thorough assessments |
| 1-3 Months | Financial Modeling | Nice-to-have | Advanced Excel, SQL | Personalized Learning Path: Financial Modeling Modules 10-12 | Build financial models for forecasting and scenario analysis | Better financial forecasting and resource allocation | Competitors use sophisticated financial modeling techniques |

Focus on Financial Analysis and Strategic Planning → Deliver a comprehensive financial report and a strategic business expansion plan → Address competitor gaps in financial analytics and strategic initiatives.

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

Advanced skills in Risk Management and Financial Modeling → Complete detailed risk assessments and build financial models for forecasting → Achieve parity with top competitors in risk assessment and financial modeling capabilities.

## 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

By following this structured plan, Urmil will be able to enhance his skills in critical areas, thereby driving significant business value for manipal and maintaining a competitive edge in the industry.