# Vaishali Bhat -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: Vaishali Bhat

**Current Role**: Senior Manager, Digital Alliance Partnership & Telesales Strategy

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Market Analysis, Negotiation

**Course Modules**: 16 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 | Market Analysis | Critical | Market Research Tools | Personalized Learning Path for Vaishali Bhat (Ch 1-3) | Market Analysis Report for a New Product Launch | Improved strategic decisions; better market positioning | Competitors like XYZ Corp. use advanced market analytics |
| 0-1 Month | Negotiation | Critical | Negotiation Frameworks | Personalized Learning Path for Vaishali Bhat (Ch 4-5) | Negotiation Strategy Proposal for Key Partnership Deals | Enhanced deal-making capabilities; increased revenue | ABC Inc. has a strong negotiation team leading to high-value deals |
| 1-3 Months | Advanced Market Analysis | Important | Predictive Analytics | Personalized Learning Path for Vaishali Bhat (Ch 6) | Predictive Market Trends Report | Proactive market positioning; competitive advantage | DEF Ltd. leverages predictive analytics for market trends |
| 1-3 Months | Advanced Negotiation | Nice-to-have | Conflict Resolution Tools | Specialized Negotiation Workshops | Conflict Resolution Plan for Internal Stakeholder Management | Improved internal processes; better team cohesion | GHI Co. has specialized teams for conflict management |

Focus on Market Analysis and Negotiation → Deliver Market Analysis Report and Negotiation Strategy Proposal → Address competitor gaps in market analytics and deal-making.

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

Advanced skills in Predictive Analytics and Conflict Resolution → Complete Predictive Market Trends Report and Conflict Resolution Plan → Achieve parity with top competitors in market forecasting and internal management.

## 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 priority skills selected 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.