# akshay jain -- 0-3 Month Skill Boost Plan

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

## Executive Summary

**Employee**: akshay jain

**Current Role**: Regional Head at Manipal Fintech

**Company**: manipal

**Assessment Date**: August 2025

### Skill Gap Analysis Overview

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

**Priority Skills for Development**: Business Development, Leadership, Strategic Planning, Project Management, Team Management

**Course Modules**: 42 topics across 15 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 | Business Development | Critical | CRM tools, Market Analysis Software | Personalized Learning Path: Module 1-5 | Develop a comprehensive regional business development strategy | Increased revenue generation and client acquisition | Competitors like ICICI Bank and HDFC Bank have robust business development strategies |
| 0-1 Month | Leadership | Critical | Leadership frameworks, Communication Tools | Personalized Learning Path: Module 6-10 | Establish a leadership development program for team leads | Improved team productivity and morale | Competitors like Bajaj Finserv and Kotak Mahindra have strong leadership programs |
| 1-3 Months | Strategic Planning | Important | Strategic Planning Tools, SWOT Analysis | Personalized Learning Path: Module 11-20 | Create a strategic plan for regional market expansion | Enhanced market share and strategic positioning | Competitors like SBI and Axis Bank excel in strategic planning |
| 1-3 Months | Project Management | Important | Project Management Software (e.g., MS Project, Asana) | Personalized Learning Path: Module 21-30 | Implement a project management framework for major initiatives | Better project delivery timelines and resource management | Competitors like Tata Capital and Mahindra Finance use advanced project management tools |
| 1-3 Months | Team Management | Nice-to-have | Team Collaboration Tools (e.g., Slack, Trello) | Personalized Learning Path: Module 31-42 | Develop team management best practices and training sessions | Long-term team cohesion and performance improvement | Competitors like ICICI Lombard and Edelweiss have excellent team management practices |

Focus on Business Development and Leadership → Deliver comprehensive regional business development strategy and leadership development program → Address competitor gaps in revenue generation and team productivity.

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

Advanced skills in Strategic Planning and Project Management → Complete strategic market expansion plan and implement project management framework → Achieve parity with top competitors in strategic positioning and project delivery.

## 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