Employee Name : Avinash Dhone
Manager's Name : Nilesh Gosavi
Goalsheet Of Year: 2017-2018

KRA Category : People
KRA Weightage : 20
KRA Description : People Development

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
Understand & execute planning independently of each other's plant	Text	60		Jan' 18	Dec'17	Nov'17	Oct' 17	Sept'17
Completion of IDP	Text	40				Mar' 18		

KRA Category : Customer
KRA Weightage : 20
KRA Description : Improve Planning & Scheduling

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
Harmonization of planning to improve Prod X Proc OTIF (90% X 90% = 81% on weekly basis)	Text	50		70	73	81	83	85
Implement MRP executions on weekly / fortnightly bucket to optimize inventory	Text	50					Fortnightly	Weekly

KRA Category : Business
KRA Weightage : 40
KRA Description : Inventory Management

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
Maintain RM/PM Inventory at 28 days at PCP plants	Days	50		34	31	28	25	22
Reduce SMOG Inventory from Rs. 6.77 Cr to Rs. 3.92 Cr	Text	50		4.70	4.31	3.92	3.53	3.14

KRA Category : Process
KRA Weightage : 20
KRA Description : Planning Process Improvement

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
Review Material availability & improve material check process	Text	30				Every 15th day	Every 10th day	Every 7th day
Quarterly Analysis of Lead times & MoQ/Pack Size of materials against average consumption (past 6 / 12 months) as actual wt. lead times	Text	20				Quarterly	Alternate months	Every month
Weekly OTIF measurement & meeting with all Stake holders	Text	30				Every 15th day	Every 10th day	Every 7th day
Share daily Dispatch OTIF	Text	20				Weekly once	Weekly twice	Every day

vvf57e264fd8d3ef

Individual Development Plan (WI.CHR.03 F.NO. 1)

Employee Name	Manager's name	Employee ID	Year
Avinash Dhone	Nilesh Gosavi	10003950	2017-2018

Please discuss your strengths and work related weaknesses with your manager and identify your training needs. Your development will happen through the following ways:

Part A: Development through Instructor led training in Classroom

No	Name of program	Faculty	Days	Please explain why the training is needed
1	Training on ISO 9001 & 15000 **	ASHOKRAO PATIL	1	This is mandatory
2	Environment Health and Safety *	Sunil Katekari	1	This is mandatory
3	Prevention of Sexual Harassment *		1	This is mandatory
4	Effective Communication Skills	Charles Carvalho	2	
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	Art of Charm	Anant Pednekar	1	

*Mandatory for all employees to attend this program

**Mandatory for employees working at locations covered by the certifications

If you need a program that is not mentioned above, please use the space below. Please note this program may be offered if at least 20 people request for it.

No	Topics required	No. of Days	Internal faculty name
1			
2			

Note: Part B and Part C are to be filled by only AGM and above employees.

Part B: Development through developmental relationships

No	Relationship	Name of leader	Number of Meetings planned	Target date	Program Completed	Reviews
1	**Coaching** through leader in own function for **functional** inputs					
2	**Coaching** through leader in own function for **functional** inputs					

Part C: Development through action learning projects

Project Title	
Review date	
Target end date	
Project scope	
Project exclusions	
Project deliverables (Target at rating 3: good solid performance)	

What is the employee expected to learn from this project	
Reviewer(s) name	
Project Status	
Project Status Comments	