

Employee Name : Rayomand Mirzan
Manager's Name : Kannan Sethuraman
Goalsheet Of Year: 2017-2018

KRA Category : Customer
KRA Weightage : 20
KRA Description : Service Levels

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
OTIF for PCP (95)	Text	33.33		< 92	>= 92 < 94	>= 94 < 96	>= 96 < 98	>= 98
Improve Service level of Oleo department by introducing initiatives	Text	33.33		NA	NA	1	2	3
Vendor Quality Agreement and its support system for critical vendor	Text	33.34		NA	NA	Mar 18	Feb 18	Jan 18

KRA Category : Process
KRA Weightage : 25
KRA Description : Improve department functioning

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
Improve / Strengthen functioning of Oleo Department	Text	33.34		1 initiative	2 initiatives	3 initiatives	4 initiatives	5 initiatives
Monthly meetings with both teams for market understanding and forward cover to enhance their vision	Text	33.33		< 4	>= 4 < 6	>= 6 < 8	>= 8 < 10	>= 10
Get smooth transition and tax benefit taking	Text	33.33		70%	75%	80%	85%	90%

KRA Category : Business
KRA Weightage : 40
KRA Description : Cost Saving

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
CIP - PCP	Text	33.34		< 70 L	>=70 L < 85 L	>=85 L < 115 L	>= 115 L < 130 L	>= 130 L
CIP - Oleo	Text	33.33		< 95 L	>=95 L < 115 L	>=115 L < 155 L	>= 155 L < 175 L	>= 175 L
Coal / Petcoke Initiatives	Text	33.33		NA	NA	1	2	3

KRA Category : People

KRA Weightage : 15

KRA Description : Self and Subordinate 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
Impart Procurement Training (Basic + Advance) to team for enhancing their understanding and its use for Procurement	Text	50		NA	NA	1 Training	2 Trainings	3 Trainings
Exploring Neutraceutical market and identifying product stream and making business proposal for 2018-19	Text	50		NA	NA	Mar 18	Feb 18	Jan 18

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

Employee Name	Manager's name	Employee ID	Year
Rayomand Mirzan	Kannan Sethuraman	10000739	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	S. Kanan	Ongoing	30/Mar/2018		
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	Nutritia
Review date	30/Jun/2017
Target end date	31/Jan/2018
Project scope	Exploring Nutraceutical market and identifying product stream and making business proposal for having sales potential for fy 18-19

Project exclusions	Customer feedback / clinical trail report
Project deliverables (Target at rating 3: good solid performance)	March 2018
What is the employee expected to learn from this project	To understand neutraceutical market and business proposition
Reviewer(s) name	Pratyaya Chakravarty
Project Status	
Project Status Comments	