

Employee Name : Manasi Deshmukh
 Manager's Name : Pravin Santhoor
 Goalsheet Of Year: 2017-2018

KRA Category : Business
KRA Weightage : 20
KRA Description : CMB-New Product 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
1.Oriflame:Loving Care Body Talc. Prepare samples for approval. Approved samples kept for stability studies and stability study completed by	Date			30/Dec/2017	30/Sep/2017	31/Jul/2017	15/Jul/2017	01/Jul/2017
2.Oriflame:Feet Up Deodourising Talc .Prepare samples for approval. Approved samples kept for stability studies and stability study completed by	Date			30/Dec/2017	30/Sep/2017	31/Jul/2017	15/Jul/2017	01/Jul/2017
3.Love Nature Talc 3-Three variants.Prepare samples for approval. Approved samples kept for stability studies and stability study completed by	Date			31/Mar/2018	28/Feb/2018	15/Dec/2017	30/Nov/2017	31/Oct/2017
4. Mibelle Hand Wash. Segregation of samples for stability, record keeping by	Date			30/Nov/2017	20/Oct/2017	15/Sep/2017	01/Sep/2017	15/Aug/2017

KRA Category : Business
KRA Weightage : 20
KRA Description : CPD-New Product 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
1.Particle size comparison of Mystia Talc-2 variants with Ponds Dreamflower Talc.Compare sensorial parameters with ponds and share the feedback.	Date			20/Mar/2018	18/Dec/2017	10/Jul/2017	03/Jul/2017	30/Jun/2017
2.Mystia Talc additional variants for launch in Q4. Complete stability by	Date			20/Mar/2018	22/Nov/2017	15/Sep/2017	15/Aug/2017	31/Jul/2017
3. Bactershield Hand wash-GOLD Closure of the formulation and putting the same for stability by	Date			27/Mar/2018	26/Dec/2017	15/Aug/2017	01/Aug/2017	15/Jul/2017

KRA Category : Business
KRA Weightage : 20
KRA Description : International projects

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
1.Jo Hand Wash-MENA region- 4 variants. Prepare samples and submit to customer by	Date			30/Jul/2017	15/Jul/2017	30/Jun/2017	15/Jun/2017	30/May/2017
2. Jo Hand Wash-MENA- Prepare samples , putting for stability, completion of stability by	Date			01/Jan/2018	31/Dec/2017	30/Nov/2017	25/Oct/2017	12/Sep/2017

KRA Category : Business
KRA Weightage : 20
KRA Description : Consumer Evaluation

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
1.Contribute to consumer evaluation and documentation of soap. Documents prepared and shared to stakeholders	Days			10	5	3	2	1
2.Contribute to consumer evaluation and documentation of liquid products. Documents prepared and shared to stakeholders	Days			10	5	3	2	1

KRA Category : People
KRA Weightage : 20
KRA Description : IDP

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
Effective Communication Skills	Date			30/Mar/2018	01/Jan/2018	16/Dec/2017	30/Nov/2017	31/Oct/2017
Art of Charm	Date			31/Mar/2018	01/Jan/2018	16/Dec/2017	30/Nov/2017	31/Oct/2017

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

Employee Name	Manager's name	Employee ID	Year
Manasi Deshmukh	Pravin Santhoor	10003505	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					
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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	