

Employee Name : Pankaj Patodia
Manager's Name : Pragnesh Buch
Goalsheet Of Year: 2017-2018

KRA Category : Customer

KRA Weightage : 20

KRA Description : Building Marketing Analytics in Key Areas

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
Market size, share, enquiry generation & strike rate	Text			Half yearly	Quaterly	Monthly	Fortnightly	Weekly
Customer Engagement Survey & Administration of Key Learnings & Action	Date			31/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017
New Customer Acquisition	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95
Regain lost customers	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95

KRA Category : People

KRA Weightage : 15

KRA Description : Distribution Network in Russia & Africa

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
Identification of the right partner in the region	Date	50		28/Feb/2018	30/Nov/2017	30/Sep/2017	31/Aug/2017	31/Jul/2017
Finalisation and commencing of business with Distributors	Date	50		31/Mar/2018	31/Dec/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017

KRA Category : Process

KRA Weightage : 20

KRA Description : To be decided

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
To be decided	Text			TBD	TBD	TBD	TBD	TBD
To be decided	Text			TBD	TBD	TBD	TBD	TBD

KRA Category : Business

KRA Weightage : 50

KRA Description : Achievement of ABP

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
ROW Export volumes (except Iran)+India Long Chain+Ewax+Eth oxylates	Units	30	5000	< 3450	3500 to 4750	4800 to 5250	5300 to 6450	6950
ROW Export volumes (except Iran)+India Long Chain+Ewax+Eth oxylates	Value	50	15	< 10.35	10.5 to 14.25	14.4 to 15.75	15.9 to 19.35	20.85
Collection	Days	20		30	15	10	7	1

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

Employee Name	Manager's name	Employee ID	Year
Pankaj Patodia	Pragnesh Buch	10003837	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	
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*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	