

Employee Name : Vinoo Dias
Manager's Name : Mahesh Kasbekar
Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 40

KRA Description : SNOP 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
Monthly completion of full process and presentation	Text			30th	29th	27th	26th	25th
Tracking SNOP plan vs actual	Text			Every month	Every 15 days	Every 10 days	Every week	Twice a week
Cost reduction in product by alternate RM usage	Percentage			1	2	5	7	10

KRA Category : Process

KRA Weightage : 25

KRA Description : Sion factory operations

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
Completion of project on additional tanks in 109 for storage	Text			NA	End Aug'17	Mid Aug'17	End July'17	NA
MIS report on operations, rentals, expenses, inwards, outwards	Text			Quarterly	Once in 2 months	Monthly	Every 15 days	Weekly
Factory compliances	Text			NA	NA	As per requirements	NA	NA

KRA Category : Customer

KRA Weightage : 20

KRA Description : Supply commitment to marketing

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
Agreed supply in SNOP	Percentage			80	85	90	92	95
Tracking SNOP supply vs actual	Text			Monthly	Fortnightly	Every 10 days	Weekly	Twice a week
SCM report	Text			NA	10th of every month	8th of every month	7th of every month	5th of every month

KRA Category : People
KRA Weightage : 15
KRA Description : RBNQA project on Operation Focus

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
Work process management	Text			NA	End Nov	Mid Nov	End Oct	NA
Supply chain management	Text			NA	End Nov	Mid Nov	End Oct	NA

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

Employee Name	Manager's name	Employee ID	Year
Vinoo Dias	Mahesh Kasbekar	10003755	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	Cycle time reduction
Review date	31/Jan/2018
Target end date	31/Mar/2018
Project scope	Study existing cycletime of all oleo products and cut NVA's and reduce cycle time
Project exclusions	In case if there is short run due to critical business need then same will not be considered

Project deliverables (Target at rating 3: good solid performance)	Mapping existing product cycle from RM to finished goods Improve cycle time by 10% from Oct'17 (based on April - Sept'17 data)
What is the employee expected to learn from this project	Understanding current data Data analysis Optimisation of costs and maximisation of returns
Reviewer(s) name	Vilas Kakade, Pragnesh Buch
Project Status	
Project Status Comments	