

Employee Name : Sunilkumar Singh
Manager's Name : Pratyaya Chakrabarti
Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 40

KRA Description : Delivery on EBITDA of 42 crores

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
Profitability improvement (GC/Hr) over 2016-17	Percentage			1	3	5	7	9
% Variable cost of Total cost over 2016-17	Percentage			1	3	5	7	9
Capacity utilization (Potential Vs Actual) improvement over 2016-17	Percentage			15	20	25	30	35
GC (102/12)/ Net WC (56.1) - 3 month rolling average customerwise	Value		15.15	< 10.45	10.61 to 14.39	14.54 to 15.91	16.06 to 19.54	21.06

KRA Category : Customer

KRA Weightage : 20

KRA Description : Customer Service and Quality

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
NPD OTIF	Percentage			85	90	95	97	100
Reduction of factory borne out consumer complaints	Percentage			20	30	40	45	50
Customer Feedback	Text			3	3.5	4	4.2	4.3

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
Completion of IDP : Uberisation of Contract manufacturing - Dynamic Pricing by Mar'2018	Text			Not Completed	Not completed	Model readiness	Model readiness and recommendations	Execution of Model if viable
Succession planning for Plant Heads	Text			May'2018	April'2018	Mar'2018	Jan'2018	Dec'2018

KRA Category : Process

KRA Weightage : 20

KRA Description : Business Readiness

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
Business case readiness for optimized mfg footprints of each product category	Date			31/Oct/2017	30/Sep/2017	31/Aug/2017	31/Jul/2017	30/Jun/2017
Project Execution of optimized mfg footprints (OTIF)	Percentage			80	90	95	97	100

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

Employee Name	Manager's name	Employee ID	Year
Sunilkumar Singh	Pratyaya Chakrabarti	10002540	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	Pratyaya Chakrabarti	12	31/Dec/2017		
2	Coaching through leader in own function for functional inputs	Mohit Sharma	6	31/Dec/2017		

Part C: Development through action learning projects

Project Title	Uberization of contract manufacturing : Dynamic Pricing
Review date	31/Aug/2017
Target end date	31/Mar/2018
Project scope	Understanding of business model, recommendations. Post recommendations; execution if viable
Project exclusions	Project viability

Project deliverables (Target at rating 3: good solid performance)	Preparation of business model by Mar'2018
What is the employee expected to learn from this project	1. Understanding of the model 2. Business case proposal
Reviewer(s) name	Pratyaya Chakrabarti
Project Status	
Project Status Comments	