

10003356 Amey Deshpande

Employee Name : Amey Deshpande Manager's Name : Prabhat Das

Goalsheet Approval Date : 29-Apr-2017

KRA Category : Business

KRA Weightage : 40

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	Actual achievement of year end	Appraiser comment on actual achievement
To carry out all technical study & give feed back within given time frame (Capex-1 month, MOC-2 week, Failure Analysis-1 week, needbase detail-as per customer requirement)	Text			Not Available	Not Available	As indicated	Not Available	Not Available	Completed all MOC within time frame	1) Completed all MOC within time frame. 2) Support mechanical department for the implementation of MOC. 3) Most of the MOC's implemented using scrap material from SION & TALOJA (which is ultimately saving of piping Material Cost)
To deliver Dashboard ,Power cost,Coal heater review & DFA OPE in 1st week of month	Text			Not Available	Not Available	Zero slippage	Not Available	Not Available	All tasks were completed within time frame	1) Delivered Dashboard, Power cost, Coal heater review & DFA OPE within time frame 2) Made correction in production reports & coordinated with the respective department 3) In addition to that I had calculated energy cost of taloja plant on monthly basis and submitted to Unit head
To highlight abnormalities and to help to remove abnormalities on continuous basis	Text			Not Available	Not Available	Fortnightly	Not Available	Not Available	Abnormalities were highlighted time to time and resolved most of the problems in coordination with respective department	1) Inspected overall Taloja plant on every fortnight 2) Highlighted abnormalities of plant presented to respective department along with Unit head 3) Resolved the abnormalities by coordinating with respective department

KRA Category : Customer

KRA Weightage : 20

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	Actual achievement of year end	Appraiser comment on actual achievement
To deliver cost saving projects / schemes for Rs 0.55 Cr in FY 16-17 as below	Text			Rs 0.38 cr and below	Between Rs 0.38 cr & Rs 0.53 cr	Between Rs 0.53 cr & Rs 0.58 cr	Between Rs 0.583 cr & Rs 0.709 cr	more than 0.71 cr	1) Delivered cost saving projects/Schemes having potential of saving Rs.105.12 Lacs 2) Saving achieved in FY 2016/17 is 63.29 Lacs	1) Utilities Leakages identification & prevention – Annual saving 49.56 Lacs 2) Thermic fluid header heat loss – Annual Saving 29.28 Lacs 3) Cooling tower interconnection – Annual Saving 26.28 Lacs Total annual savings: 105.12 Lacs

KRA Category : Process
KRA Weightage : 20 _

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	Actual achievement of year end	Appraisee comment on actual achievement
To evaluate & improve Cooling Towers performance on standard parameters	Text			Not Available	Not Available	* _ Evaluation by 31.07.16 _ Improvement by 31.03.17*	Not Available	Not Available	Evaluated & Improved indirect cooling tower performance	1) Indirect cooling tower performance evaluated & presented to management 2) C-303 dirty cooling tower nozzle modification implemented 3) CPP cooling tower fills changed & optimized the heat load 4) Stopped the Alpha Laval cooling tower by shifting its heat load to GDP cooling tower having saving potential of -- 26.28 Lacs per annum
To evaluate & improve Centrifugal Pump performance	Text			Not Available	Not Available	* _ Evaluation by 30.09.16 _ Improvement by 31.03.17*	Not Available	Not Available	Evaluated centrifugal pumps performance whose power consumption is more than 45 KWH	1) Evaluated the performance of centrifugal pumps whose power consumption is more than 45 KWH 2) Underperformance pump replacement suggestion given to management 3) Implementation kept on hold due to budget problem
To minimize the Utility (Steam/Water/Air/Nitrogen) leakages	Text			Not Available	Not Available	* _ Evaluation by 31.08.16 _ Improvement by 31.12.16*	Not Available	Not Available	Identified utility leakages of overall Taloja plant & attained the leakages which are feasible during plant in running condition	1) Identified Pump gland leakages problem & attained the leakages 2) Identified condensate leakages problem & attained the leakages 3) Identified Steam leakages, changed the failed steam trap, attained leakages having potential of saving 49.56 Lacs 4) Identified underground fire hydrant leakages and attained 6 leakages still work is in under progress
To improve MTBF of Loop Reactor Pump (P 705A/B)	Text			Not Available	Not Available	31.10.16	Not Available	Not Available	MTBF of Loop Reactor Pump (P 705A/B) were changed from 1.5 months to 8 months (from July 2016 to March 2016) still working without any failure	D. 1) Identified root cause analysis of P-705 A/B pump 2) Required suggestion given to respective department 3) Action was taken in July 2016 with co-ordination with Mechanical & Production department 4) MTBF (mean time between failure) of both pumps initially 1.5 months is changed to 8 months (from July 2016 to March 2016) still working without any failure

KRA Category : People
KRA Weightage : 20

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	Actual achievement of year end	Appraiser comment on actual achievement
To enhance Effective time management and execution through class room training as in IDP sec-A	Text			Not Available	Not Available	31.12.16	Not Available	Not Available	Attained on 23rd Nov 2016	Applied gained tactics of time management through training on my daily routine work & that's why I had completed my all tasks within timeframe
To enhance Strengths based team building through coaching & mentoring as in IDP sec-A	Text			Not Available	Not Available	31.03.17	Not Available	Not Available	Attained on 16th SEPT 2016	As per training I started to concentrate on my strength & accordingly I am trying to improve myself. Also for the development of team members I had arranged technical seminars so that my team members should have sound technical knowledge
Guide GET's for understanding the process & Process calculations	Text			Not Available	Not Available	31.03.17	Not Available	Not Available	Guide GET's as per their requirement	Guide GET's 1) For section of their projects 2) For data collection and analysis 3) For engineering calculations

vvf57e264fd8d3ef

Rating Of Qualitative Goals

1. I feel my goals were very challenging and stretched because:

Answer:-Below mentioned are the goals which I have achieved in time which were very challenging and stretched because these problems were not resolved by respective department which I have resolved them within timeframe and also implemented successfully:

I. Supported project department for overcome their problems in syndate plant. Also I have done details engineering calculation for the 03D3 column modification, Steam turbine data collection & basic engineering calculations. II. Resolved C-303 hot well /New SPD Hot well overflow problem III. Conducted taloja plant energy audits time to time & presented to management

2. I have gone the extra mile to help my colleagues/team/organization by:

Answer:-I. Initiated identification of underground fire hydrant line leakages .Identified techniques ,vendors & leakages ,also attained it on priority (Still work is in progress) II. Successfully compiled cost saving data, validated the data & discussed with respective team members III. Support sion plant activities such equipment design & fabrications, equipment shifting from taloja to sion ,vendor discussion etc. IV. Worked as a canteen committee team members and resolved most of the food related complaints

3. I have lived the VVF values (Openness, Integrity, Respect, Trust, Innovation, Agility) in an exemplary fashion in the following way:

Example1:-I have interconnected two cooling tower (Paharpur cooling tower & Alpha laval cooling tower), result of that alpha laval cooling tower is now stopped having potential of saving of ~ 2.2 lacs per month (Innovation)

Example2:-Conducted plant inspection survey of taloja plant time to time & abnormalities of respective plant presented to respective department. Also corrective actions were taken..... (Openness)

4. I have demonstrated the VVF leadership competencies (Teamwork, Customer Orientation, Result Orientation, Developing self and team, Strategic thinking, Ownership and accountability) in the following way:

Example1:-Arranged a technical seminars at VVF India Ltd,Taloja to be familiar with the advance technologies & to improve technical knowledge of plant peoples ----- (Developing self and team) Following seminar were conducted by professionals based on my professional relationship (without any fees): a) Seminar on STEAM-CONDENSATE SYSTEM ENERGY EFFICIENT OPERATIONS b) Seminar on 3D technologies , conducted practical trial at taloja site & created 3D model for thermic fluid header

Example2:-II. Initiated the fire hydrant line leakages detection. Identified different advance techniques for underground pipe line leakages detection. Identified leakages using these advance techniques & attained it by co-ordination of EHS/Mechanical/Civil/Security departments ,resulting leakage rate 200 m3/day is reduced to 75 m3/day . Still work is in progress due to technical obstructions (Strategic thinking, Ownership, Teamwork, accountability)

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

Employee Name	Amey Deshpande	Manager's name	Prabhat Das
Employee Code	10003356	Year	2016-2017

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	Program completed	Comments
1	Interpersonal skills	Amit Sanas	2			
2	Advanced Communication skills(only AGM & above)	Charles Carvalho	2			
3	Effective time management and execution	Amit Sanas	2	To enhance Effective time management and execution skills	Yes	attained training
4	Inspirational Leadership (only AGM & above)	Charles Carvalho	2			
5	Advanced Excel (only AGM & above)		2			
6	Environment Health and Safety *	EHS Team	1			
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5			
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5			

	**					
10	Influencing skills	Internal TBD	2			
11	Strengths based team building	Charles Carvalho	1	To enhance strengths based team building competency	Yes	attained training
12	The Super Manager	Amit Sanas	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	Program Completed	Reviews
1				undefined	undefined
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	Not Applicable
Project Status Comments	Not applicable