

10000748 Ranajeet Desai

Employee Name : Ranajeet DesaiManager's Name : Rayomand Mirzan

Goalsheet Approval Date : 13-Apr-2017

KRA Category : Process

KRA Weightage : 15 _

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
Develop framework that supports buying - analyse trends, feedstock / industry analysis, monthly presentation in a structured manner, sharing info with team members with a latest updated common folder	Text		100	NA	data trends (trends / feedstocks)	data (trends / feedstocks) + show instances of atleast 2 improvements	Training + data (trends / feedstocks) + show instances of 3 improvements	Training + data (trends / feedstocks) + show instances of 4 improvements	Training to the Team +Data trends feed stock + 4 instances of PM material to take improvement in cost.	Closely Monitored the Market for USD V/s. INR & Crude Prices with USD & impact on the INR & Import. Created Database while monitoring Market & Feedstock. Analysis with the Market Scenario & taking a call on the material buying for the Benefit. Timely cover of Material & improvement in Cost sheets. This has been Applied in the 3 different MOC of PM which is direct Impact on the Cost. With forward Cover Saved 10.06 Lacs & New PO's of Forward Cover in Pipeline. This value is Approx 8.95 Lac. Attached File for Reference

KRA Category : Customer

KRA Weightage : 15 _

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
1 Achieving 97.5 OTIF with relation to timely deliver of Material	Text		100	<96	>=96<97	>=97<98	>=98<99	>=99	Achieved 97.65 OTIF	Achieved , with lot of stretch & efforts. There are many hindrances while achieving the OTIF, Plan change, Artwork not in place etc. Reacting with Dynamic Plan.

KRA Category : Business

KRA Weightage : 15 _

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
1. GST preparedness for Str Proc and Logs. Commercial benefit working, drawing up planned business model, Transition management - Supplier preparedness, Stock controls etc.	Text		50	NA	NA	Preparedness by Jan 17	Preparedness by Dec 16	Preparedness by Nov 16	Preparedness completed in OCT 2016,	Worked out Commercial Benefits, In feed material Analysis, worked out the cost sheet based on the actual benefit of CST on Infeed material & working the final cost & updating. Analysed Inter state & Intra state buying Analysistaking the infeed cost. This has been considered from the Tax free zone manufacturing unit to the taxable zone. Impact on working Capital & credit taking in consideration. Net Benefit Analysis with the GST Scenario.
2. Preparedness for the new business model sourcing in a GST scenario	Text		50	NA	NA	Readiness of 70% sourcing by 1 Apr	Readiness of 80% sourcing by 1 Apr	Readiness of 90% sourcing by 1Apr	90% ready from teh sourcing value in OCT 2016	Taken dump from SAP for 2015-16 buying. Based on the Buying data sorted the bigger value items which really need attention. Checked the total value for the Buying & worked out 90% o buying value make Buying Strategy. This working is based on the inter & Intra state. Finalisation of buying strategy based on the available scenario & futuristic point of view what would be the final call.

KRA Category : People

KRA Weightage : 15 _

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
Project - Group work to systematise Ordering cum Planning process, to bring down inventory levels, improve data collection/cleanup system to represent correct numbers	Text		67	<0.5 days	>=0.5 days <1 day	>=1 day<1.5 days	>=1.5 days < 2days	>= 2 days	reduction in inventory days by 1.1 day	To control the inventory continuously monitor in house stock & the plan. Control the incoming material by releasing proper schedule to the supper. If the SAP dump show the higher inventory for particular SKU, then immediately check with Plant & planning team for the cause of increased inventory reschedule the schedule to control. In a dynamic plan change scenario it is difficult control the inventory due to huge plan cancellation & which pil up the inventory.
Inspirational Leadership	Text		33	Mar 17	Feb 17	Jan 17	Dec 16	Nov 16	Attended the training in DEC	Followup with HR to arrange the

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
									2016.	training programme on the IDP. learned Openness, Integrity, Respect, Trust, Innovation, Agility which will help to grow as inspiring leader.

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	Appraisee comment on actual achievement
1. Actual Cost Saving on Packaging Material (42.5 lacs)	Text		50	<30L	>=30L <40L	>=40L <45L	>=45L <55L	>=55L	Achieved 81.60 Lac INR	Achieved the 81.6 Lac as a CIP, We worked on extra miles, identifying the new projects & making them in realization while arranging the samples, getting trial. Total 11 Projects we have realized in the FY 2016-17 which yielded substantial savings. These Projects are o change in MOC, improvement in Cost sheets & taking the Market opportunity taking right calls in forward cover. This helped to get the savings.
2. Proposal for Client CIP	Text		50	1	2	3	4	5	6 Proposal for 5 Clients.	6 Proposals of CIP for 5 Client for worth 2.45CR given to business Head. Client Names & Value. Nivea:- 97.87 Lac, Oriflame:- 39 Lac, Piramal:-17.8 Lac, D-Mart:- 3.56 Lac. CPD Business :- 90.97

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

Employee Name	Ranajeet Desai	Manager's name	Rayomand Mirzan
Employee Code	10000748	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			
4	Inspirational Leadership (only AGM & above)	Charles Carvalho	2			
5	Advanced Excel (only AGM & above)		2			
6	Environment Health and Safety *	EHS Team	1	NA	No	Not Completed due to business priority
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	NA	No	Not Completed due to business priority
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	NA	No	Not Completed due to business priority

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10	Influencing skills	Internal TBD	2			
11	Strengths based team building	Charles Carvalho	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	Being more responsible	1	rayomand.mirzan@vvfltd.com?Rayomand Mirzan	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	Rayomand Mirzan	3	31/Dec/2016	Yes	Coaching on various matter more than 3 Times.
2	Coaching through leader in own function for functional inputs	S Kannan	3	31/Dec/2016	Yes	During Monthly meet mentoring the Market dynamics & other relative terminology

Part C: Development through action learning projects

Project Title	Project - 'Group work to systematise Ordering cum Planning process, to bring down inventory levels, improve data collection/cleanup system to represent correct numbers
Review date	Qtly

Target end date	31/Mar/2017
Project scope	Reduction in Inventory Days
Project exclusions	NA
Project deliverables (Target at rating 3: good solid performance)	>=1 day<1.5 days
What is the employee expected to learn from this project	Better control of Working Capital.
Reviewer(s) name	Rayomand Mirzan
Project Status	Completed
Project Status Comments	Able to save 1.1 days Inventory as against last Year.