

10000760 Bharat Kale

Employee Name : Bharat KaleManager's Name : Amit Shukla

Goalsheet Approval Date : 12-Apr-2017

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
1.Syndet Noodles /Flakes /Soap (3 - 6 Options to Client) Commercialize	Text			.	.	Q_1 2017	Q_4 2017	Q_3 2016	7 Formulation.	Israel syndet,Daffy, Venusia,Moisturex, No tears, Himalaya, softsens syndet.
2.CMB Project Number of product ready for Launch & Launched	Text			.	.	5	6	7	10 Options	Israel syndet(5 options ready),Daffy,Vaniusea,Moisturex,No Tears,absorb,Onabet.
3.Translucent Noodles : To achieve translucency as per Jocil Noodles (In line with ITC Specification)	Text			.	.	3.Translucent Noodles : To achieve translucency as per Jocil Noodles (In line with ITC Specification)	Improve by 10 % in Lux Value	Closer to Pan Century	Achived the translucency close to Jocil	Translucency of Jocil noodles

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	Appraisee comment on actual achievement
1. Coordinating with supply chain and implementation of Actives (Peach & Tulsi Oils) on costing saving and implementing the same.	Text			.	.	by 09/2016	by 08/2016	by 07/2016	Completed on June 2016	Successfully completed the task in June 2016.
2. Cost effective solution for Filler Calcium Carbonate	Text			.	.	by 02/2017	by 01/2017	by 12/2016	Task completed before 12/2016	Successfully completed the task in Nov 2016.
3. Transparent soap - Doy formulation (Replacement of HPKO to Coconut Fatty Acid) & Avelia, Toor - Replacement of RPKO to Coconut Fatty Acid)	Text			.	.	by 09/2016	by 08/2016	by 07/2016	july 2016	completed before the target time line.

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
Cost effective oil blend option to be made ready by generating data on performance & by completing stability studies	Text			-	-	by 03/2017	by 02/2017	by 01/2017	Worked on 4nos of blend.	Trials done using Acid oil, RBFA, Glycerin Pitch with Residue fatty acid, BS and completed study before 01/2017.
Moisture management in soaps. New concepts. Collaboration with NCL, Pune.	Text			-	-	Develop the concept and prepare prototypes successfully by Q1, 2017.	Develop the concept and ready for roll out in FY 2017_18	-	Studies with 4 different types of packaging.	New concept with high level of moisture in soap with different types of packaging were developed and stability study completed.
Floating soap.New concepts.	Text			-	-	Develop the concept and prepare prototypes successfully by Q1, 2017.	Develop the concept and ready for roll out in FY 2017_18	-	Initiated.	Floating soap concept was hold by management.

KRA Category : Business
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
1. Number of new products developed & ready for introduction India Focus for CPD	Text			-	-	15	18	21	19 products	19 Products developed and launched and ready to launch.
2.Conducting in pilot plant activity for new products developed & Submitted for Launching for International Project.	Text			-	-	9	11	13	6 no of products	Projects like Equate, Jo sandal (SA), Lia Soap, Micro Beads Soap are developed and shared the documents.
3. Complete support on BS formulation (which will be superior and compare to lifebuoy) and producing the soap & conducting stability and take up to launch	Text			-	-	by 02/2017	by 01/2017	by 12/2016	Dec/2016	completed the project before target date. stability done,ready to launch.
4.Support in Improvement or Equal translucency of VVF translucent noodles at lower cost	Text			-	-	by 02/2017	by 01/2017	by 12/2016	12/2016	Low cost translucent noodles made & stability completed. Using Sucrose
5. Complete Support Improvement in Translucency of VVF translucent noodles at higher cost	Text			-	-	by 02/2017	by 01/2017	by 12/2016	12/2016	Translucent noodles are made with HIGHER cost using different polyols and castor oil.stability completed.

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	Appraisee comment on actual achievement
100 % Completion of IDP	Text			.	.	by 03/2017	by 02/2017	by 01/2017	NA	NA
Team Work Essential/ Task force based project for Kundan & Sandeep.	Text			.	.	by 03/2017	by 02/2017	by 01/2017	completed	Trained my colleague, how to operate the machine/Update on RM storage/area cleaning with safety measurements.
Technical Seminars (by in-house resource and external speakers)	Text			.	.	by 03/2017	by 02/2017	by 01/2017	completed	Safety training completed as per the date scheduled by HR.

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

Employee Name	Bharat Kale	Manager's name	Amit Shukla
Employee Code	10000760	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	I want to develop my skills to Communicate inter Department & with customer.	undefined	
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	ok	Yes	
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	ok	undefined	
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices	ASHOKR AO PATIL	0.5	ok	undefined	

	(GMP +) and cGMP **						
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				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	Select
Project Status Comments	