

10003611 Vishal Bhatti

Employee Name : Vishal BhattiManager's Name : Ramadhi Sen

Goalsheet Approval Date : 27-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	Appraisee comment on actual achievement
OTIF-Production	Percentage			93	94	96	97	98	4	97.3 % OTIF achieved with Proper scheduling of tertiary/secendory pkg material & close co-ordination with cross functional teams
Reduction in days of inventory in hand (RM) After cancellation of Plan)	Text			22	20	18	17	16	3	Jointly Achieved average for RM & PM of 18 days
Reduction in days of inventory in hand (PM) After cancellation of Plan)	Text			20	18	16	15	14	3	Jointly Achieved average for RM & PM of 18 days
Identify SMOG inventories of COB/CMB and review for liquidation plans with marketing (30% from March'16)	Percentage			20	25	30	33	35	5	Properly identified & close co-ordination with user department

**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
Multitasking/ Additional responsibility (to Run MRP in SAP)	Text			Not Available	Not Available	JBP	JBP & Nivea	JBP, Nivea & oriflamme	5	Line scheduling of Talc/ MRP run of all the sku's in SAP as per forecast/firm demand received from mktg

**KRA Category : Customer**

**KRA Weightage : 30 \_**

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
Innovation led business development (new product/business) NPD OTIF	Percentage			90	93	95	96	97	3	95.5% OTIF achieved with close co-ordination
costmer feed back (incl. CPD)	Text			2.5	3	3.5	3.6	3.7	5	3.75 Achieved with taking stretch targets & meeting customers expectations
S&OP compliance (Production OTIF) with extra mile correction	Percentage			93	94	96	97	98	4	97.3 % Achieved with taking stretch targets/challenges for extra mile correction

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
Reduction of FAC --20% YOY & Reduction of fire incident --20%YOY	Text			80	90	100	105	110	5	FAC reduced 58%
SBO -- 5 per month	Text			80	90	100	105	110	3	filled as per target

vvf57e264fd8d3ef

Rating Of Qualitative Goals

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

Answer:-

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

Answer:-

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

Example1:-

Example2:-

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:-

Example2:-

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

<b>Employee Name</b>	Vishal Bhatti	<b>Manager's name</b>	Ramadhi Sen
<b>Employee Code</b>	10003611	<b>Year</b>	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	Interpersonal skills : To enhance personal skills	Yes	Complete
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			
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 +)	ASHOKR AO PATIL	0.5			

	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	Basics of TPM	01	ramadhi.sen@vvfltd.com?Ramadhi Sen	Yes	Complete
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	<b>Coaching</b> through leader in own function for <b>functional</b> inputs					
2	<b>Coaching</b> through leader in own function for <b>functional</b> inputs					

**Part C: Development through action learning projects**

<b>Project Title</b>	
<b>Review date</b>	

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	