

Employee Name : Bharat Kale
 Manager's Name : Amit Shukla
 Goalsheet Of Year: 2017-2018

KRA Category : People
KRA Weightage : 15
KRA Description : People Goal R & D

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
Effective Communication Skills	Text			BY 30 MAR 2018	By 15 MAR 2018	By 15 FEB 2018	By 1 FEB 2018	By 15 JAN 2018
Training on ISO 9001 & 15000, Environment Health and Safety & Prevention of Sexual & harassment	Text			NIL	NIL	1	2	3

KRA Category : Customer
KRA Weightage : 15
KRA Description : New Developments as per Customer requirements

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
High Moisture noodles & soap to be cracked, (Replacement of filler with water with moisture loss), BU approved and ready for roll out.	Date			15/Mar/2018	28/Feb/2018	01/Feb/2018	01/Jan/2018	01/Dec/2017
Swing noodles to be made without affecting quality (process to be followed for oil would be bleaching & deodorization) and concept to be approved by all stake holders and ready for roll out.	Date			15/Mar/2018	28/Feb/2018	01/Feb/2018	01/Jan/2018	01/Dec/2017

KRA Category : Process
KRA Weightage : 15
KRA Description : Cost & Products Improvement programmer

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
Syndet Base Harmonization. Optimize Base blends. Use Vega E SI 65 in combi noodles	Text			5 Base blends on offer by 2/20187	5 Base blends on offer by 1/2018	5 Base blends on offer by 12/2017	5 Base blends on offer by 10/2017	5 Base blends on offer by 09/2017

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
architecture. Offer blends that are easy to process and provide good run rate (3-8 MT/Day) in soap production.								
RM Harmonisation. Simplification across formulations w.r.t ingredients (quality, specifications, supply chain, Inventory). Explore and define way forward.	Text			By 11/2017	By 10/2017	By 09/2017	By 07/2017	By 06/2017

KRA Category : Process

KRA Weightage : 15

KRA Description : Process & Platform Development - New Ideas

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
Modified & cost effective Jo formulation with two visual option to be prepared total 10 variants	Date			15/Mar/2018	28/Feb/2018	01/Feb/2018	01/Jan/2018	01/Dec/2017
Protex soap equivalent three variants to be prepared for private label	Date			15/Mar/2018	28/Feb/2018	01/Feb/2018	01/Jan/2018	01/Dec/2017
Technical support to manufacturing sites	Date			30/Mar/2018	15/Mar/2018	01/Mar/2018	01/Feb/2018	01/Jan/2018

KRA Category : Business

KRA Weightage : 40

KRA Description : New Business & New Product Development for CPD India & International

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
Bactershield Care, Cool & Fresh Soap. Product ready for commercial launch by	Date			15/Mar/2018	01/Feb/2018	01/Jan/2018	01/Dec/2017	01/Nov/2017
Doy Care Pure Crème Care soap (3 Variants Re-launch) product ready for commercial launch by	Date			15/Mar/2018	01/Feb/2018	01/Jan/2018	01/Dec/2017	01/Nov/2017
Doy Care Pure Crème Care soap (Santoor Type) product ready for commercial launch by	Date			15/Mar/2018	01/Feb/2018	01/Jan/2018	01/Dec/2017	01/Nov/2017
Jo Fresh & Jo White successful implementation in plant	Date			15/Mar/2018	01/Mar/2018	01/Feb/2018	01/Jan/2018	01/Dec/2017
Truth Project rework (objective is to get atleast parity with Dove) in external consumer test	Date			31/Jan/2018	31/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017

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

Employee Name	Manager's name	Employee ID	Year
Bharat Kale	Amit Shukla	10000760	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					
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	
Project Status Comments	