

10000469 BHAIYYASAHEB PAWAR

Employee Name : BHAIYYASAHEB PAWARManager's Name : Dr. Rajesh Rao

Goalsheet Approval Date : 05-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
Inerts for Agrochemicals. Build competencies , create products with close interactions with Customers. Initiate formulation work, identify products.	Text			.	.	by March, 2017	by January, 2017	by December, 2016		
ISO compliance--> Lab activity and its ongoing process till approval.	Text			.	Ready for internal audit before end of financial year	Dec 2016 ready for internal audit	Sept 2016 ready for internal audit	Complete compliance as per IMS standards and ready for external audits		

**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
IDP to benefit company and self	Text			.	.	.	.	.		

**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
New Products related to Oleo domain during 2016-17 - no modification in purity or carbon chain of any of the existing product range.	Text			.	Literature and Market study	Identify at least 1 opportunities by Q1, 2017	Identify at least 2 opportunities by Q1, 2017	Identify at least 3 opportunities by Q1, 2017		

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	Appraisee comment on actual achievement
IPR knowledge and rights. Initiate an IPR culture in R&D. File provisional patents.	Text			.	.	Preparation for Provisional patent filling for atleast 1 product, which company may derive benefit / profit. Before Mar 2017	1 provisional patent applications filed	> 2 Patent applications filed		

KRA Category : Business  
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
1.Azelaic Acid & Pelargonic Acid : Completion of technology development work in Lab (in house) or scale-up from third party. Samples duly approved at customers.	Text			.	.	by March, 2017	by January, 2017	before January, 2017.		
2.Vega E SI 65 -Complete scale up successfully to achieve desired quality and operational norms.	Text			.	Lab process optimization.	by December, 2016	by October, 2016	before october, 2016		
3.Vega E TS - Process establishment to make 5ton and freeze the conversion quality and time cycle utility norms to establish to arrive at the finalize cost.	Text			.	.	5 ton output in August 16	5 ton output in first week of August 16	5 ton output before end of July 16		

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

<b>Employee Name</b>	BHAIYYASAHEB PAWAR	<b>Manager's name</b>	Dr. Rajesh Rao
<b>Employee Code</b>	10000469	<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			
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	yes	undefined	
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	yes	undefined	
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	yes	undefined	

	**						
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					
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>	
<b>Target end date</b>	

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	