

Employee Name : Aniket Pai  
Manager's Name : Sunilkumar Singh  
Goalsheet Of Year: 2017-2018

**KRA Category : Process**

**KRA Weightage : 30**

**KRA Description : Business Readiness Post GST**

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
Business case readiness for optimized mfg footprints of each product category	Date			31/Oct/2017	29/Sep/2017	31/Aug/2017	31/Jul/2017	30/Jun/2017
Project Execution of optimized mfg footprints (OTIF)	Percentage			80	85	90	95	100

**KRA Category : People**

**KRA Weightage : 15**

**KRA Description : People Development**

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
Research and Identify projects on Data analytics in R&D and Manufacturing	Date			31/Jul/2017	15/Aug/2017	31/Aug/2017	15/Sep/2017	29/Sep/2017
Execute 1 project based for 1 factory using Data analytics	Date			30/Mar/2018	28/Feb/2018	31/Jan/2018	29/Dec/2017	15/Dec/2017
Coordinate other identified projects for R&D and Manufacturing and ensure team members complete at least 1 project by Mar'18	Date			30/Mar/2018	15/Mar/2018	28/Feb/2018	16/Feb/2018	31/Jan/2018

**KRA Category : Business**

**KRA Weightage : 25**

**KRA Description : Delivery on EBITDA of 42 crores**

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
Percent Variable cost of Total cost over 2016-17	Percentage			1	3	5	7	9
Capacity utilization (Potential Vs Actual) Improvement over 2016-17	Percentage			15	20	25	30	35

**KRA Category : Customer**  
**KRA Weightage : 30**  
**KRA Description : Customer Service**

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
CMB NPD OTIF	Percentage			80	85	90	95	100
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Individual Development Plan (WI.CHR.03 F.NO. 1)

Employee Name	Manager's name	Employee ID	Year
Aniket Pai	Sunilkumar Singh	10003786	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	Data analytics in R&D and Manufacturing
Review date	31/Jul/2017
Target end date	15/Mar/2018
Project scope	Lead projects in R&D and manufacturing by using data analytics
Project exclusions	TBD

<b>Project deliverables</b> (Target at rating 3: good solid performance)	- Redefine the daily monthly reports for Baddi, Daman and Tijala - Jul'17 - Analyse data and support goals for production - Support projects defined at R&D and Factory level, coordinate the progress for the same
<b>What is the employee expected to learn from this project</b>	Data Analytics, Bid data and tools required for project
<b>Reviewer(s) name</b>	Pratyaya Chakrabarti
<b>Project Status</b>	
<b>Project Status Comments</b>	