

Employee Name : Jagadheswara Rao  
 Manager's Name : Kannan Sethuraman  
 Goalsheet Of Year: 2017-2018

**KRA Category : Process**

**KRA Weightage : 20**

**KRA Description : System automation / Reports through coordinating with IT / own team for better productivity**

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
RACE chart, - Set the systems	Text	40		End Dec	Mid Dec	Nov2017	Oct2017	Sep2017
Dashboard tracking of measures – Set the systems – by Sept-17	Text	30		End Dec	Mid Dec	Nov2017	Oct2017	Sep2017
Bi monthly meetings, generating and implementing continuous improvements like Kaizens (per Year)	Text	30		2 meetings	3 meetings	4 meetings	5 meetings	6 meetings

**KRA Category : Business**

**KRA Weightage : 40**

**KRA Description : Oil Planning for Baddi and Oleo**

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
Oil Planning - OTIF for Baddi	Percentage	20		60	65	70	75	80
Oil Planning - OTIF for Talaja	Percentage	20		50	60	65	70	75
Funds Planning - Weekly and Monthly including other structured covers- Talaja	Days	40		30	21	15	10	7
Stock Covers - Baddi	Text	20		More than 350T	More than 750T	350 to 550T	650 to 750T	550 to 650T

**KRA Category : People**

**KRA Weightage : 20**

**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
Self KRAs and Team KRAs completion	Percentage	30		80	85	90	95	100
Blend flex at Baddi is the IDP project	Text	40		End Jan	Mid Jan	Dec	Nov	Oct
Workout to move RM/PM POs making by Strategic Buying team with addl resource (1st Phase)	Text	30		Jan	Dec	Nov	Oct	Sep

**KRA Category : Customer**

**KRA Weightage : 20**

**KRA Description : Supplier Reconciliation, GST transition and Error free documentation**

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
Supplier Balance Reconciliation Quarterly within days of getting it from Accounts	Days	30		60	50	45	40	30
GST transition / documentation compliance	Percentage	30		75	80	85	90	95
Error free documentation viz. PO, LC, LOI, BOE	Percentage	40		75	80	85	90	95

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

Employee Name	Manager's name	Employee ID	Year
Jagadheswara Rao	Kannan Sethuraman	10003985	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	Would like to attend
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	<b>Coaching</b> through leader in own function for <b>functional</b> inputs	Mahesh Kasbekar	4	20/Dec/2017		
2	<b>Coaching</b> through leader in own function for <b>functional</b> inputs	Charles Carvalho	2	15/Dec/2017		

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

<b>Project Title</b>	Develop Supply chain model to minimize sales loss to business
<b>Review date</b>	26/Dec/2017
<b>Target end date</b>	15/Mar/2018
<b>Project scope</b>	Analyze the current planning process starting from forecasting to delivery of finished goods and identify the key levers which leads to non-supplies in entire value chain

<b>Project exclusions</b>	Secondary Sales
<b>Project deliverables</b> (Target at rating 3: good solid performance)	Avoid stock outs or sales loss
<b>What is the employee expected to learn from this project</b>	Analyze different statistical models for forecasting accuracy, analyze stock replenishment models, analyze economic lot size to have balance between inventory & production cost, analyze lead time of materials / FG along with safety stocks wrt service levels
<b>Reviewer(s) name</b>	Amarjit Mishra
<b>Project Status</b>	
<b>Project Status Comments</b>	