

Employee Name : Ramadhi Sen
Manager's Name : Sunilkumar Singh
Goalsheet Of Year: 2017-2018

KRA Category : Process

KRA Weightage : 20

KRA Description : Business Readiness

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 manufacturing footprint of each product category	Date			31/Oct/2017	30/Sep/2017	31/Aug/2017	31/Jul/2017	30/Jun/2017
Project Execution of optimized manufacturing footprints (OTIF)	Percentage			80	90	95	97	100

KRA Category : Customer

KRA Weightage : 20

KRA Description : 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
Manufacturing OTIF	Percentage			70	75	95	98	100
Audit Status	Text			RED	Amber	Green	Green	Green
Site Quality level	Percentage			3.6	3.8	4	4.1	4.2
Reduction of factory borne out complaint	Percentage			20	30	40	45	50

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
Completion of IDP: Premieumisation of DOY portfolio through Packaging Innovation	Text			NA	NA	March'18	Feb'18	Jan'18
Succession planning of Line managers	Text			May'18	April'18	March'18	Jan'18	Dec'18

KRA Category : Business

KRA Weightage : 40

KRA Description : Achieving EBIDTA target 42Cr.

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
Improvement in Capacity utilization(Potential vs Actual) over current utilization 48%	Percentage			15	20	25	30	35
Improving Direct manpower over last year incremental(Potential Vs Actual)	Percentage			2	3	5	7	10
Reduction in Variable cost/Total cost over last year	Percentage			1	3	5	7	9
Profitability improvement(GC/Hr) over last year 16-17	Percentage			1	3	5	7	9

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

Employee Name	Manager's name	Employee ID	Year
Ramadhi Sen	Sunilkumar Singh	10003278	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	Sunil Singh	4	31/Dec/2017		
2	Coaching through leader in own function for functional inputs	Mohit Sharma	4	31/Dec/2017		

Part C: Development through action learning projects

Project Title	Premiumisation of Doy Portfolio through Packaging Innovation
Review date	Monthly
Target end date	31/Mar/2018
Project scope	Explore New Packaging options for DOY range which give value addition in terms of premium look and feel to the brand so as to trigger higher off take by consumer purchase at the point of sales

Project exclusions	Need to discuss with TEAM
Project deliverables (Target at rating 3: good solid performance)	Feasible packaging with good self throw & product appeal premium feel
What is the employee expected to learn from this project	Team work, cross functional learnings
Reviewer(s) name	Amarjit Mishra
Project Status	
Project Status Comments	