

Employee Name : Debojyoti Srimani
 Manager's Name : Amarjit Mishra
 Goalsheet Of Year: 2017-2018

KRA Category : Customer

KRA Weightage : 15

KRA Description : To Roll out launch of Dish Wash concentrate with complete feasibility check and launch plan in selected markets by Aug 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
TPM finalization in terms of financials, operations by July 2017	Text			TPM identified with operational capabilities by July 2017	TPM finalized in terms of operational feasibility by July 2017	TPM finalized in terms of operations and commercials by July 2017	TPM finalized in terms of operations and commercials by June 2017	TPM on board with all documentation closed by June 2017
Connect launch qty stocks to test markets by project launch date	Text			30 Sep 2017	1 Sep 2017	15 Aug 2017	1 Aug 2017	31 July 2017

KRA Category : Customer

KRA Weightage : 15

KRA Description : Roll out of new variants of Bacter Shield soap with all feasibility checks by Oct 2017 with placement in atleast 50% of Bacter Shield outlets for soaps by March 2018

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
Roll out Fresh & Care variants with all feasibility checks by Oct 2017	Text			Dec 2017	Nov 2017	Oct 2017	Sep 2017	Aug 2017
Drive placement in 50% of BS soap outlets by March 2018	Text			<40%	40 to 45%	45 to 55%	56 to 60%	> 60%

KRA Category : Business

KRA Weightage : 40

KRA Description : To achieve ABP topline and EBIDTA for FY1718 for Bacter Shield portfolio (soap, handwash & sanitizer)

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
Deliver Topline for Bacter Shield portfolio	Value		894	< 616.86	625.8 to 849.3	858.24 to 938.7	947.64 to 1153.26	1242.66
Deliver EBIDTA of -110 lacs for Bacter Shield portfolio	Text			>141.91	115.51 to 141.9	104.51 to 115.51	75.91 to 104.5	<75.9

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

KRA Category : People
KRA Weightage : 15
KRA Description : Develop Low unit pack of Hand Wash and Hand Sanitizer for pilot launch by Nov 2017 in conjunction with cross functional teams like r&d, commercial and supply chain

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
Develop cost optimized LUP pack of Handwash with manufacturing feasibility check at In-House/TP facility in conjunction with R&D, commercial and Supply Chain team to be launch ready by Nov 2017	Text			Jan 18	Dec 17	Nov 17	Oct 17	Sep 17
Develop cost optimized sachet pack of Hand Sanitizer with manufacturing feasibility check at In-House/TP facility in conjunction with R&D, Commercial and Supply Chain team to be launch ready by Nov 2017	Text			Jan 18	Dec 17	Nov 17	Oct 17	Sep 17

KRA Category : Process
KRA Weightage : 15
KRA Description : Improve distribution in pharma channel for Bacter Shield range with placement in atleast 10k outlets with repeat orders in 50% outlets by March 2018

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
Facilitate placement of Hand Wash in 10k pharma outlets by March 2018	Units		10000	< 6900	7000 to 9500	9600 to 10500	10600 to 12900	13900
Facilitate repeat orders in 50% of placed outlets	Text			<40%	40 to 45%	45 to 55%	56 to 60%	> 60%

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

Employee Name	Manager's name	Employee ID	Year
Debojyoti Srimani	Amarjit Mishra	10003942	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	To develop leadership capabilities for future roles and increased responsibilities
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					
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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	