

10000631 Khushroo Forbes

Employee Name : Khushroo ForbesManager's Name : Amarjit Mishra

Goalsheet Approval Date : 10-Apr-2017

KRA Category : Customer

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
1 JO Value	Text			< 5.07crs	5.14crs	7.05crs	7.79crs	9.55crs <		
2 Doy Care Value	Text			< 2.93 crs	2.97 crs	4.08 crs	4.50 crs	5.52 crs <		
3 Bacter Shield Value	Text			< 1.74 crs	1.77 crs	2.43 crs	2.68 crs	3.29 crs <		
4 Doy Value	Text			< .80 crs	0.81 crs	1.10 crs	1.22 crs	1.49 crs <		

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
1. Identification of candidates and potential gap analysis for succession planning	Date			28/Feb/2017	31/Jan/2017	31/Jan/2017	31/Dec/2016	30/Nov/2014		
2. AP entry strategy	Date			28/Feb/2017	31/Jan/2017	31/Dec/2016	30/Nov/2016	31/Oct/2016		

KRA Category : Business

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
1. Institutional business directional plan presentation along with resource requirement for 2 crs	Text			Dec 2016	Nov 2016	Oct 2016	Sep 2016	Jul 2016		
2. Launching a profitable distribution business with a 3rd party brand such as Cricket	Text			Not Available	Not Available	Mar 2017	Feb 2017	Jan 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
1. Increase SKUs with NC of > 20% Pack Mix target % 47%	Text			46%	47%	49%	50%	51%		
2. Make 1 SKU profitable at any chain	Text			None	None	Mar 2017	Feb 2017	Jan 2017		

KRA Category : Business
KRA Weightage : 40 _

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
JO Value crs	Text			< 116.47	118.6	161.8	179	219 <		
Doy Care Value	Text			< 17.94	18.2	24.96	27.56	33.8 <		
Bacter Shield crs	Text			< 8.28	84	11.52	12.7	15.6 <		
Doy Value crs	Text			< 4.48	4.55	6.24	6.89	8.45 <		
Surgi Aid Value crs	Text			< 0.21	0.21	0.29	0.31	0.39 <		

Employee Name	Khushroo Forbes	Manager's name	Amarjit Mishra
Employee Code	10000631	Year	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	Would like to develop my leadership skills further	undefined	
5	Advanced Excel (only AGM & above)		2			
6	Environment Health and Safety *	EHS Team	1	.	undefined	
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	.	undefined	
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	.	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				undefined	undefined
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	Amarjit Mishra	2	01-08-2016	undefined	
2	Coaching through leader in own function for functional inputs	Ramesh Dorai Swami	2	01-09-2016	undefined	

Part C: Development through action learning projects

Project Title	Entry Strategy for Andhra
Review date	30-09-2016
Target end date	31-03-2017

Project scope	To identify brand/ products to enter Andhra market which will give reasonable vo
Project exclusions	NA
Project deliverables (Target at rating 3: good solid performance)	1.To come up with a brand/ product idea by Sept 2016 2.To prepare product Dev
What is the employee expected to learn from this project	1. Brand and consumer understanding of Andhra market 2. To understand how to con
Reviewer(s) name	Mr. Amarjit Mishra
Project Status	Select
Project Status Comments	