Employee Name : Nilesh GosaviManager's Name : Sunilkumar Singh

Goalsheet Approval Date : 12-Apr-2017

KRA Category : Process
KRA Weightage : 20

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
Harmonization of planning to improve Prod X Proc OTIF (92 - 94%	Text			85	90	92	94	96	93.34%	It should be considered to be really good achievement in Syncronizing material deliveries with production with such a low planning accuracy of 50%, wherein 25% plans increases as well as decreases at SKU level when M1 becomes M0.

KRA Category : People
KRA Weightage : 20

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
Develop factory team to run MRP (Vishal / Prasanna)	Text			Jun' 17	May' 17	Mar' 17	Nov' 16	Sept' 16	July'16	We have trained Prasanna during June'16 & Vishal during July'16 to execute MRP at plant level. Prasanna has then able to take over the charge from Bhargav during Sept & Vishal was able to run MRP for Powder demand since Sept'16 onward.
Employee Engagement Survey : 10% improvement over last scores	Text			6	8	10	12	15	NA	NA

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
Maintain overall inventory at 42 days	Text			41	41	42	38	29		NA
Identify SMOG inventories of COB/CMB and review for liquidation plans with Marketing – CPD/CMB. (Every month), Target to reduce SMOG by 30% from Mar' 16 level of 5.46 cr	Text			3.93	3.88	3.82	3.42	2.65	NA	NA

KRA Category : Customer
KRA Weightage : 20

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
Customer Feedback	Text			3	3.5	3.8	4	4.2	3.88	As far as supply reliability factor is considered, it is 4.1
Dispatch OTIF (As agreed in S&OP)	Text			84	86	88	90	92	Dispatch OTIF by end of Mar'17 is 84%, however YTD dispatch OTIF level remains at 79%	There were two months

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

Employee Name	Nilesh Gosavi	Manager's name	Sunilkumar Singh
Employee Code	10003555	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	How to be crisp & effective in communication especially when talking to Top Management.	No	
3	Effective time management and execution	Amit Sanas	2			
4	Inspirational Leadership (only AGM & above)	Charles Carvalho	2			
5	Advanced Excel (only AGM & above)		2	Need to learn advance macro (VBA) for accurate and fast analysis	No	
6	Environment Health and Safety *	EHS Team	1	Mandatroy	No	
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	NA	No	
8	Training on ISO 9001 & 22000	ASHOKRAO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKRAO PATIL	0.5	NA	No	

No						
		**				
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					

<u>*Note: Part B and Part C are to be filled by only AGM and above employees.*</u>

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	12	31/Mar/2017	undefined	
2	**Coaching** through leader in own function for **functional** inputs	Pratyaya Chakrabarti	12	31/Mar/2017	undefined	

Part C: Development through action learning projects

Project Title	Develop Statistical model to predict forecast numbers for CPD / CMB
Review date	30th June 2016
Target end date	31/Aug/2016

Project scope	Analyse SKU wise demand Variability of CMB & CPD for past 24 months between M1-M0, M2-M0, M3-M0 considering trade schemes / offers ran during certain period. Develop the forecasting model using historical data and statistical tools and analyse if we can predict the forecast closure to real sales at SKU level.
Project exclusions	NA
Project deliverables (Target at rating 3: good solid performance)	Forecast Vs actual sales for past 24 months on SKU level Compare the forecast created using model Vs actual sales. Project is trying to highlight the variations in demand and the implications of it on planning and inventory. Marketing should be aware about such variations and a well thought demand will be given for execution is a primary objective of this project.
What is the employee expected to learn from this project	Study and learn different statistical models and analyse which model suits our business requirement to predict forecast.
Reviewer(s) name	Pratyaya Chakrabarti
Project Status	Select
Project Status Comments	