
Individual Development Plan

(WI.CHR.03 F.NO. 1)

Employee Name	ROHIDAS NINAWA	Manager's name	Govind Ghule
Employee Code	10002087	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
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	
5	Advanced Excel (only AGM & above)		2	
6	Environment Health and Safety *	EHS Team	1	Ok
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	Ok
8	Training on ISO 9001 & 22000	ASHOKRAO PATIL	0.5	To know & Implementation on work as per requirements for
9	Good Manufacturing Practices (GMP +) and cGMP **	ASHOKRAO PATIL	0.5	Ok
10	Influencing skills	Internal TBD	2	
11	Strengths based team building	Charles Carvalho	1	To Implementation on Team work.

*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			
1			

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
1	Coaching through leader in own function for functional inputs	Govind Ghule	1	31/Dec/2016
2	Coaching through leader in own function for functional inputs	Sandip Kundu	1	31/Dec/2016

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Part C: Development through action learning projects

Project Title	Cost estimation software for civil work Mentor: Govind Ghule
Review date	31.07.2016, 31.08.2016
Target end date	30/Sep/2016
Project scope	Cost calculations for Foundation for equipment Structure – light weight RCC building
Project exclusions	
Project deliverables (Target at rating 3: good solid performance)	Excel based software
What is the employee expected to learn from this project	Quick cost estimation methods will be developed
Reviewer(s) name	Sandip Kundu & Pramath Sanghavi