

Employee Name : Madhavan Dakshinamurthy
Manager's Name : Kannan Sethuraman
Goalsheet Of Year: 2017-2018

KRA Category : Customer

KRA Weightage : 15

KRA Description : Inventory Management

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
Monthly Inventory Management - Laurics	Weight		600	< 414	420 to 570	576 to 630	636 to 774	834
Monthly Inventory Management - Non Laurics	Weight		800	< 552	560 to 760	768 to 840	848 to 1032	1112
Vendor Assessment - Quarterly Feedback	Percentage			0.00	30.00	60.00	75.00	90.00
Weekly OTIF	Percentage			20.00	50.00	70.00	80.00	90.00
Oil Planning Sheet - every ____ days	Days			21	14	10	7	4

KRA Category : Business

KRA Weightage : 15

KRA Description : CMB - Contract Manufacturing

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
Noodles - Business Model	Text			TBD	TBD	TBD	TBD	TBD
Noodles - Market Assessment, Margin Determination, Existing Supplier Evaluation	Text			Mar '18	Feb '18	Dec '17	Oct '17	Aug '17

KRA Category : Business

KRA Weightage : 40

KRA Description : Value Addition

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
Value Addition - Laurics, Non-Laurics, Noodles	Percentage			1.00	2.00	3.00	3.50	4.00
CIP	Value		200	< 138	140 to 190	192 to 210	212 to 258	278

KRA Category : Process
KRA Weightage : 15
KRA Description : SOPs and Compliances

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
Establish and Streamline the Rebate Structure before	Text			31st Oct '17	30th Sep' 17	31st Aug' 17	31st Jul' 17	30th Jun' 17
Resolve Deviations within ____ working days	Days			14	7	3	2	1
Kosher Audit in ____ %age of Suppliers	Percentage			30.00	50.00	70.00	85.00	100.00
RSPO - Traceability data from Suppliers	Percentage			0.00	15.00	30.00	50.00	70.00

KRA Category : People
KRA Weightage : 15
KRA Description : Individual Development Program

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
Dynamic Pricing - Contract Manufacturing	Text			TBD	TBD	TBD	TBD	TBD
Forecasting Tools - Learning & Implementation	Text			Mar'18	Feb'18	Dec'17	Oct'17	Aug' 17
Market Analysis every ____ days	Days			28	21	14	7	4

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

Employee Name	Manager's name	Employee ID	Year
Madhavan Dakshinamurthy	Kannan Sethuraman	10003037	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	Would help me personally when i get the opportunity to lead a team
6	Six Thinking Hats		1	For the various interactions that I would cater to, I think this course would help
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	Ranajeet Desai	10	31/Mar/2018		
2	Coaching through leader in own function for functional inputs	Coursera	10	31/Mar/2018		

Part C: Development through action learning projects

Project Title	Dynamic Pricing - Contract Manufacturing
Review date	31/Mar/2018
Target end date	31/Mar/2018
Project scope	Understand the Dynamic Pricing Model, the Revenue Management involved in this, Demand and Price Elasticity of Noodles, Understand the Economics of Noodles market - All in relevance to our business context
Project exclusions	TBD
Project deliverables (Target at rating 3: good solid performance)	Establish the Pricing Mechanism
What is the employee expected to learn from this project	Thorough understanding of Contract Manufacturing business, Forecasting tools and Research methods
Reviewer(s) name	Mr. Pratyaya Chakrabarti
Project Status	
Project Status Comments	