

10002703 Vishal Pathak

Employee Name : Vishal Pathak Manager's Name : Laxmidhar Barik

Goalsheet Approval Date : 13-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
Rendering technical assistance to supplier /manufacturing sites and resolving problem related to standard item, development and Quality for new products.	Text			24 working days	18 working days	12 working days	10 working days	7 working days	7	Whenever we face Online packaging material issues (eg. BANDING TAPE, CARTON, CFB) then respective vendors are called onsite for the technical support. 2) Last moment changed Artwork & Specification issue. 3) BOM Related Issue. (Converting SFG to FG by uploading alternate BOM and other issues)
Trouble shooting at plant with respect to packing material and resolving the same for existing products.	Text			48 hrs	36 hrs	24 hrs	12 hrs	9 hrs	9	Ex. JO 30g shrink film Sealing issue.
Resolving market complaints by discussing with marketing, vendor & QA	Text			.	.	10_15 days	7_10 days	< 5 days	5	Ex. DOY CARE 125G Multi carton (Without mono carton) dimension revised to eliminate transit damages.

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
New packing material development for Domestic as well as Export market	Text			3 projects	5 projects	7 projects	10 projects	14 projects	39	More than 39 projects completed on time.
PM development with existing reknowned vendor in terms of value addition to packaging.	Text			.	Nil	3 project at least	5 project at least	> 6 projects	5	1) Bacter Shield hand wash 800ml + 800ml high strength net bag developed with the help of the supplier. 2) DOY CARE FACE WASH 50ml + 50ML & 100ml + 100ml pack developed by existing vendor. 3) DOY PURE CREME 125gX4 multi carton developed with pearlized coating. 4) DOY FACE WASH 5ml Sachet. 5) Mystia 50g Mould Design.

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
Launch of new improved Bacter Shield soap benchmarked to competition.	Text			Mar'17 4th wk	Mar'17 2nd wk	Feb'17 1st wk	Jan'17 4th wk	Jan'17 2nd wk	Feb'1	Product was ready to launch in the month of Feb'17 but due to management decision in change in artworks and decided to launch the product in peak summer quarter, the mentioned delay was beyond control of the team.
Identification of extension in Bacter Shield	Text			Mar'17 4th wk	Mar'17 2nd wk	Feb'17 1st wk	Jan'17 4th wk	Jan'17 2nd wk	Jan'1	

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
Deliver Minimum 2 cost saving Project for packaging, Explore cost saving opportunity of min 2.0 MIO INR by March 2017	Text			1	1.5	2	2.5	3	4	More then 4.0 MIO INR Cost saving has been achieved.

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
Development of packaging material (Primary/Secondary/Tertiary) for liquid/solid/semi liquid products after receiving complete input from marketing & plant line trial report.This include Label KLD, Article drawing ,Specification , MOC confirmation,BOM preparation.	Text			>150 DAYS	135 DAYS	120 DAYS	110 DAYS	100 DAYS	100	Most of the project are completed in the given time line.

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
Packing material development in such a way that there should be no quality issue.The development should be FTR (First time right) 1-No complaints from production line , 2- No consumer/market complaints.	Text			<85%	<90%	>95% FTR	>98% FTR	100% FTR	100%	100% of the project goes first time right, in some case project get delayed due to non availability of the technical detail of the packaging material and customer desire.

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

Employee Name	Vishal Pathak	Manager's name	Laxmidhar Barik
Employee Code	10002703	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			
5	Advanced Excel (only AGM & above)		2	I need to learn Advance excel	No	I was on outdoor duty.
6	Environment Health and Safety *	EHS Team	1	OK	No	I was on outdoor duty.
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	OK	No	NA
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	OK	No	NA

	**					
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					
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	Health For All. - Bacter Shield soap & identification of extension, Health For All. - Bacter Shield soap & identification of extension Health For All. - Bacter Shield soap & identification of extension
Review date	Monthly
Target end date	31/Jan/2016

Project scope	Re-formulation of Bacter Shield soap to better Lifebuoy soap – performance, sensorial, fragrance, shape. Identification of possible extensions under the brand & conduct a funneling exercise to shortlist.
Project exclusions	NA
Project deliverables (Target at rating 3: good solid performance)	Re-launch of new Bacter Shield soap. Identification of new categories for line extension. Explore packaging for mass consumption & easy penetration & visibility.
What is the employee expected to learn from this project	Understanding of the hygiene market, consumer insight of hygiene market & the products that can be launched in the segment. Identify the brand fit with Bacter Shield. Product costings & viability. Sales volume & launch planning. Channel identification. Formulation development & factory friendly to increase line efficiency (as compared to current).
Reviewer(s) name	Amarjit Mishra
Project Status	Completed
Project Status Comments	Bacter Shield soap product was ready to launch in the month of Feb'17 but due to management decision in change in artworks and decided to launch the product in peak summer quarter, the mentioned delay was beyond control of the team. Also in Hygiene market based on our checks, sanitizer was launched in Oct'16 other formats like Prickly heat powder and Antiseptic and anti-itching creams were identified as potential under Bacter Shield.