

Employee Name : Pramod Pardale
Manager's Name : Venugopal Menon
Goalsheet Of Year: 2017-2018

KRA Category : Process

KRA Weightage : 15

KRA Description : New Initiatives for Domestic Logistics

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
Online platforms for Export Freight/Domestic Logistics	Text	25		-	-	July	June	May
Reverse Auction for Palanpur to Talaja Movements	Text	25		-	-	Aug	July	June
Reverse Auction for PCP movements	Text	50		-	-	Aug	July	June

KRA Category : Process

KRA Weightage : 15

KRA Description : New Process Maping and Ensure Seamless Operations

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
DPD Implementation	Text	25		-	-	July	June	May
Additional Barge Capacity - SS Heating Barge	Text	25		-	-	Aug	July	June
AEO Process Initiation	Text	15		-	-	July	June	May
GST Implementation and Scenario Testing	Text	15		-	-	July	July	July
Availability of Tankers for Export Import Bulk Movements	Text	20		-	-	80% lifting thru tankers	90% lifting thru tankers	100% lifting thru tankers

KRA Category : Customer

KRA Weightage : 15

KRA Description : Operational Efficiency

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
CFS Nomination for containers not qualifying DPD	Text	50		-	-	80% of Volume	90% of Volume	95% of Volume
Movement of Import Shipments from Port after customs clearance	Text	15		-	-	4 Working days from ETA ~ 70% Shipments	3 Working days from ETA ~ 80% Shipments	3 Working days from ETA ~ 90% Shipments
Document Management with Specific Leadtime	Text	15		-	-	3 WD from sailing for 75% documents	3 WD from sailing for 90 % documents	3 WD from sailing for 95 % documents
Sales Contract Wise / Import PO Wise Cost Data MIS	Text	10		-	-	Starting from June	Starting from May	Starting from Apr
Vessel Arrangements for Bitumen and other operations	Text	10		-	-	7 days from confirmation	5 days from confirmation	4 days from confirmation

KRA Category : Business

KRA Weightage : 40

KRA Description : Logistics Cost Savings

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
Savings from CFS, Clearance and Survey Charges, demurrage / detention reduction	Text	30		-	-	40 Lacs basis volume of 400 TEU's	50 Lacs basis volume of 500 TEU's	60 Lacs basis volume of 600 TEU's
Savings in freight as %age benchmarked against market linked composite freight index	Text	20		-	-	3% ~ 40 Lacs	6% ~ 80 Lacs	9% ~ 120 Lacs
Reverse auction for Major export volumes and savings from the same	Text	10		-	-	8 % Savings	10 % Savings	12 % Savings
Competitive freight and suitable vessel arrangement for bulk movements	Text	10		-	-	7 days from confirmation	5 days from confirmation	4 days from confirmation
USA Port Long Term Contracts	Date	30		25/Jul/2017	10/Jul/2017	01/Jul/2017	01/Jun/2017	25/May/2017

KRA Category : People

KRA Weightage : 15

KRA Description : Meeting Training and IDP Plan

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
Job Rotation in Exim Team	Text	50		.	.	July	June	May
Meeting IDP Plans	Text	50	

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

Employee Name	Manager's name	Employee ID	Year
Pramod Pardale	Venugopal Menon	10000656	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	
6	Six Thinking Hats		1	
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					
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	Cycle Time Reduction
Review date	31-01-2018
Target end date	31-03-2018
Project scope	Study Existing Cycle Time of Oleo Products
Project exclusions	Short run taken due to critical business needs
Project deliverables (Target at rating 3: good solid performance)	Mapping Existing Cycle Time from RM to FG and improve cycle time by 10%
What is the employee expected to learn from this project	Understanding Current Data, Data Analysis and Optimisation of Costs
Reviewer(s) name	Vilas Kakade, Pragnesh Butch
Project Status	
Project Status Comments	