

Employee Name : Amol Kulkarni
Manager's Name : Pragnesh Buch
Goalsheet Of Year: 2016-2017

KRA Category : Business

KRA Weightage : 20

KRA Description : Achievement of Business Objectives for Domestic Market

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
1 Sales Volume --- 45058 MT (5%)	Text			30639.44	31541	45058	47761	58575
2 Sales Value --- 387.4 Crores (5%)	Text			263.43	271	387	411	504
3 GC Contribution --- 59.5 Crores (5%)	Text			40.46	42	60	63	77
4 Net Value --- 61.9 Crores (5%)	Text			42.09	43	62	66	80

KRA Category : Customer

KRA Weightage : 20

KRA Description : Business Development & Management of Effective Workig capital

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
1 Increase E-wax 100 sales (per anum over 40 MT) - 10%	Text			40.8	42	60	63.6	78
2 Ensure receivables control (< 20% overdue on exposure) - 10%	Percentage			13.6	14	20	21	26

KRA Category : Customer

KRA Weightage : 20

KRA Description : Customer interaction - Key Account Visits & Customer Feedback form

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
1 Meeting A class customers atleast once in a quarter to enhance sales - 5%	Text			Once in 5 months	Once in 4 months	Once in a quarter	Twice in a quarter	Thrice in a quarter
2 Meeting B class customers atleast once in a month to enhance sales - 5%	Text			Once in 3 months	Once in 2 months	Once in a month	Twice in a month	Thrice in a month
3 Minutes of meeting & feedback on -Quality, Customer Service & Market Intelligence - 10%	Text			Not Available	Not Available	After the meeting	Not Available	Not Available

KRA Category : Process

KRA Weightage : 20

KRA Description : Customer database development & design(CRM Project)

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
1 Coordinate with the Customers to get the desired data as per requirement of the project - 5%	Text			May_17	Apr_17	Mar_17	Feb_17	Jan_17
2 Achieve the desired database with information which will add value to business & help in customer mapping & engagements - 5%	Text			May_17	Apr_17	Mar_17	Feb_17	Jan_17
3 Rolling forecast for top 8 customers - 5%	Text			Once in 3 months	Once in 2 months	Once a month	Twice in a month	Thrice in a month
4 Tracking customer-wise sales -5%	Text			Once in 3 months	Once in 2 months	Once a month	Twice in a month	Thrice in a month

KRA Category : Business

KRA Weightage : 20

KRA Description : Business Development for long chains

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
1 15% growth on long chain alcohol over ABP (10%)	Text			4635.696	4772.04	6817	7226.232	8862.36
2 Acquire knowledge of final applications(Including Ethoxylates) (10%)	Text			May_17	Apr_17	Mar_17	Feb_17	Jan_17

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

Employee Name	Manager's name	Employee ID	Year
Amol Kulkarni	Pragnesh Buch	10003369	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	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	
2	Good Manufacturing Practices (GMP +) and cGMP **	ASHOKRAO PATIL	0.5	
3	Environment Health and Safety *	EHS Team	1	Could be useful to plan & execute timely activities for increasing individual efficiency
4	Interpersonal skills	Amit Sanas	2	Could be useful for internal motivation & enhancement of an individual as a good leader
5	Advanced Communication skills(only AGM & above)	Charles Carvalho	2	
6	Effective time management and execution	Amit Sanas	2	Ok
7	Inspirational Leadership (only AGM & above)	Charles Carvalho	2	Could be useful to use this in business to impart information to customer & attract more business
8	Advanced Excel (only AGM & above)		2	Could be useful to use this in business to impart information to customer & attract more business
9	Training on ISO 9001 & 22000	ASHOKRAO PATIL	0.5	Could be useful to use this in business to impart information to customer & attract more bus
10	Influencing skills	Internal TBD	2	
11	Strengths based team building	Charles Carvalho	1	could be useful for execution of special assignments and motivate team members to achieve team based targets
12	Getting Things Done	Charles Carvalho	1	
13	Influencing skills	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	Pragnesh Buch	12	31/3/2017	Yes	on-going process (Almost on daily basis)
2	Coaching through leader in own function for functional inputs	Vijay Rao	12	31/3/2017	Yes	on-going process (Almost on weekly basis)

Part C: Development through action learning projects

Project Title	Developing Customer data base to add value to business
Review date	Meetings on every Thursday at 3:30 pm to 4:40 pm
Target end date	31/Mar/2017
Project scope	1) Capturing market size, market share on volume basis for major products. ? 2) Detailed understanding of top 15 customer businesses in domestic and export markets on volume basis. ?3) Identify our products final application in customer businesses & seek upselling opportunities
Project exclusions	Not Applicable

Project deliverables (Target at rating 3: good solid performance)	Concluding on the best possible software platform which integrates all customer data in order to have the relevant customer-related & market information for improvement of business
What is the employee expected to learn from this project	Data/information is power & can be used for long-term business sustainability
Reviewer(s) name	Pragnesh Buch
Project Status	Completed
Project Status Comments	Project completed. However, not implemented as per budget constraints and management decision