

10003402 Vijay Rao

Employee Name : Vijay Rao Manager's Name : Ramesh Doraiswami

Goalsheet Approval Date : 28-Apr-2017

KRA Category : People

KRA Weightage : 20 _

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
"Identified project goal 1 Develop & Mentor team for animal rumen bypass market(palmitic acid bead/ other Fatty Acid bead) project A. Map the possible animal food formulations already in market and develop a menu – India and Global 2. Map the formulations and market sizes and tie-up for supply of beads. If possible, for Amul look at the possible supply of the final formulation which could be a route to entry into animal food (palmitic base) products 3. Time frame for commercialisation – Oct 2016 4. Volume estimated for H2 -500TPM Weightage 10% "	Text			Not Available	Not Available	Dec_16	Nov_16	Sep_16	Domestic and International rumen bypass mapped. Mentored Dhananjay and connected to Amul dairy for Approval of product Sold 80Mt and 500Mt of Palmitic acid bead in SEA Market	NA
2. Develop Akshay & Ayush - independently drive their portfolio Weightage 10%	Text			Effectiveness will be judged by VP Marketing (Pragnesh) & MD Ramesh	Effectiveness will be judged by VP Marketing (Pragnesh) & MD Ramesh	Effectiveness will be judged by VP Marketing (Pragnesh) & MD Ramesh	Effectiveness will be judged by VP Marketing (Pragnesh) & MD Ramesh	Effectiveness will be judged by VP Marketing (Pragnesh) & MD Ramesh	Mentored Ayush for Glycerine business Introduced to HBI Jonathan/ Local importer(Manali) and Adani Distributor to get market information.	

KRA Category : Business

KRA Weightage : 20 _

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
Target- Turnover & Cost Saving Weightage 10%	Text			16Cr	18 Cr	20Cr	22 Cr	24Cr	NA	NA
1 New product T/O during 2016-17	Text			Not Available	Not Available	Not Available	Not Available	Not Available		
2 improved material flexibility in existing products to support competitiveness	Text			Not Available	Not Available	Not Available	Not Available	Not Available		
3 Structural correction in cost	Text			Not Available	Not Available	Not Available	Not Available	Not Available		
Improvement in Composit OTIF (Average Monthly	Text			Avg Improvement > 10%	Avg Improvement by 15%	Avg Improvement by 25%	Avg Improvement by 35%	Avg Improvement by 45%	Composite OTIF May- Sept 30% & Oct - March 40%	

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scores from Sept 16 , by 25% (Average Oct'16 - March'17) e.g. if average score August-Sept is 50% then Target will be 62.5% for rating 3 Weightage 10%										

KRA Category : Business

KRA Weightage : 20 _

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
1 Sales Goal (India : Fatty acid + Glycerine + New Business) Volume 49406Mt Weightage 5%	Text			< 90%	90%	96%	106%	130%	29514Mt Fattyacid ,Glycerine New Busienss	NA
2 Sales Value and GC goal (Value 339Cr & GC 36Cr) weightage 15%	Text			< 90%	90%	96%	106%	130%	GC achieved 37.4Cr and Value 133.56 Cr against 240 Cr of targeted Value	

KRA Category : Business

KRA Weightage : 20 _

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1 Commercialization on New Products during 2016-17 : 8 Cr Weightage 5%	Text			< 90%	90%	96%	106%	130%	Commercialised 2.22Cr however as per sales new product is 26Cr which include LA7 Identified Unitop and commercialise dLAE7 for export commitment	NA
PETS+ Palimitic or Other Fatty acid Beads + Superflex new geography business	Text			Not Available	Not Available	Not Available	Not Available	Not Available	Commercialise Palmitic acid bead in Europe B&S and Ifico	
2. Progress of pipeline products identified - T/O opportunity 20Cr Weightage 10%	Text			< 90%	90%	96%	106%	130%		
Azealic acid/Palergonic acid, Vega ESI & APG	Text			Not Available	Not Available	Not Available	Not Available	Not Available		
3. Agrochemical market insight - Weightage 5%	Text			< 90%	90%	96%	106%	130%	Customer identified and started initial development process	
Identify minimum two products and map potential of identified inert products	Text			Not Available	Not Available	Not Available	Not Available	Not Available	PETS & CSA 20Mole	

KRA Category : Customer
KRA Weightage : 20 _

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	Appraiser comment on actual achievement
1. Develop distributor strategy for India : Increase effectiveness of distributor Weightage 10%	Text			Not Available	Mar_17	Dec_16	Oct_16	Aug_16	Agreement of Maruzen formalised Domestic agreement are formalised	NA
2. CSR : (Customer survey report) : 1. Run a Survey of customer (A & B Class customer) and get feedback of following parameter A Quality of Product B. Customer service C. Communication Weightage 10%	Text			Not Available	Not Available	Mar_17	Dec_16	Oct_16	On going	

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Rating Of Qualitative Goals

1. I feel my goals were very challenging and stretched because:
Answer:-
2. I have gone the extra mile to help my colleagues/team/organization by:
Answer:-
3. I have lived the VVF values (Openness, Integrity, Respect, Trust, Innovation, Agility) in an exemplary fashion in the following way:
Example1:-
Example2:-
4. I have demonstrated the VVF leadership competencies (Teamwork, Customer Orientation, Result Orientation, Developing self and team, Strategic thinking, Ownership and accountability) in the following way:
Example1:-
Example2:-

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

Employee Name	Vijay Rao	Manager's name	Ramesh Doraiswami
Employee Code	10003402	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	yes To support my job function	undefined	NA
5	Advanced Excel (only AGM & above)		2			
6	Environment Health and Safety *	EHS Team	1			
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5			
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	Yes - New launch	undefined	

	**					
10	Influencing skills	Internal TBD	2			
11	Strengths based team building	Charles Carvalho	1	Yes	undefined	
12	The Super Manager	Amit Sanas	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	Mr. Ramesh Doraiswami	continuous	Regular	undefined	NA
2	Coaching through leader in own function for functional inputs	Mr. Vilas Kakade	continuous	Regular	undefined	

Part C: Development through action learning projects

Project Title	Study Animal Rumen Bypass(Feed Market) market size & identifying opportunity for direct and indirect marketing of palmitic acid beads
Review date	Fortnightly

Target end date	31st Dec 2016
Project scope	Animal husbandry market development for Rumen bypass fat: Target minimum 3000Mt PA globally from Oct to MArch 2017 Target customers: feed manufacturer & Dairy indutsries
Project exclusions	Baeds of other fatty acid are excluded
Project deliverables (Target at rating 3: good solid performance)	1. Map the possible animal food formulations already in market & develop a menu for India & Global 2. Map the formulators and market size and tie up for supply of beads if possible for Amul - final formulation supply which could be a route to enter in to animal food products 3. Time frame for commercialisation is Dec 2016 4. Volume estimated for H2 : 500TPM 5. Value addition of 5-10% over flake palmitic acid
What is the employee expected to learn from this project	Take home from this project is new market & product development and entry to dairy industries
Reviewer(s) name	Mr. Ramesh Doraiswami
Project Status	Select
Project Status Comments	