

Employee Name : Amit Shukla
Manager's Name : Vadiraj Ekkundi
Goalsheet Of Year: 2017-2018

KRA Category : Customer
KRA Weightage : 20
KRA Description : Customer

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
High Moisture noodles & soap to be cracked, (Replacement of filler with water with moisture loss), BU approved and ready for roll out.	Date			31/Mar/2018	15/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017
Swing noodles to be made without affecting quality (process to be followed for oil would be bleaching & deodorization) and concept to be approved by all stake holders and ready for roll out.	Date			31/Mar/2018	15/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017

KRA Category : Process
KRA Weightage : 20
KRA Description : Process

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
Modified & cost effective Jo formulation with two visual option to be prepared total 10 variants	Text			April/18	March/18	Feb/18	Jan/18	Dec/17
Protex soap equivalent three variants to be prepared for private label	Text			March/18	March/18	Feb/18	Jan/18	Dec/17
Technical support to International sites	Text			Later than April 18	April/18	March/18	Feb/18	Jan/18
CIP projects achieve the defined targets in R&D Soap CIP projects from time to time.	Text			1 CIP project completed successfully	2 CIP projects closed successfully	3 CIP projects closed successfully	4 CIP projects closed successfully.	> 4 CIP projects closed successfully.

KRA Category : People
KRA Weightage : 20
KRA Description : Long Chain Alcohol

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
RM Harmonisation. Simplification across formulations w.r.t ingredients (quality, specifications, supply chain, Inventory). Explore and define way forward.	Text			by 01/2018	by 11/2017	By 09/2017	By 07/2017	By 06/2017
Database of successful soap formulation of VVF for Last 5 years	Text			Later than April 18	Later than April 18	Mar/18	Feb/18	Jan/18
Competition benchmarking to be performed in India once in six month & share findings with BU.	Text			0 Presentation	1 Presentation by 2017/18	2 Presentations in FY 2017/18	4 additional benchmarking studies performed in FY 2017/18	> 6 additional benchmarking studies performed in FY 2017/18
Syndet Base Harmonization. Optimize Base blends. Use Vega E SI 65 in combi noodles architecture. Offer blends that are easy to process and provide good run rate (3-8 MT/Day) in soap production.	Text			5 base blend by 02/2018	5 Base Blend by 01/2018	5 Base blends on offer by 12/2017	5 Base blends on offer by 10/2017	5 Base blends on offer by 09/2017

KRA Category : Business

KRA Weightage : 40

KRA Description : Topline, bottomline and key business metrics

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
Bactershield Care, Cool & Fresh Soap. Product ready for commercial launch by	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Doy Care Pure Crème Care soap (3 Variants Re-launch) product ready for commercial launch by	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Doy Care Pure Crème Care soap (Santoor Type) product ready for commercial launch by	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Jo Fresh & Jo White successful implementation in plant	Date			31/Mar/2018	15/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017
Truth Project rework (objective is to get atleast parity with Dove) in external consumer test	Date			31/Jan/2018	31/Dec/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017

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

Employee Name	Manager's name	Employee ID	Year
Amit Shukla	Vadiraj Ekkundi	10003409	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	Vadiraj Ekkundi	02	14/Dec/2017	Yes	Have got training in various discipline one was replacing pilot plant to new as old pilot plant was not working properly, he guided me to get it repaired & in meanwhile we can identify intermediate pilot plant for pending work .Which helped in coming out of tough situation

2	Coaching through leader in own function for functional inputs	Amarjit Mishra	02	30/Nov/2017	No	Could not complete it, this will be taken in 2017-18
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Part C: Development through action learning projects

Project Title	Data Analytics
Review date	TBD
Target end date	TBD
Project scope	TBD
Project exclusions	TBD
Project deliverables (Target at rating 3: good solid performance)	tbd
What is the employee expected to learn from this project	tbd
Reviewer(s) name	tbd
Project Status	Completed
Project Status Comments	We as a team identified extension range of BS, identified competitor have worked out backward to decode there formulation . Costing has been done on it, business case has been prepared for taking it ahead