

Employee Name : Vijay Rao
 Manager's Name : Ramesh Doraiswami
 Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 30

KRA Description : New Business Development Project fully developed for commercialisation Tert. Amine OR Alkyl Polyglucoside (APG) and 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
Identify & Connect Minimum 15 Customer for TA/Quats & APG	Text			March 18	Dec17	oct 17	Sept 17	Aug 17
Prepare high level business case of Tert Amine Or APG	Text			Mar 17	Dec17	Oct 17	Sept 17	Aug 17
Final Commercial report any one Tert Amine or APG	Text			NA	NA	March 18	Dec 17	Oct 17
a) Long chain alcohol shared volume (in Mt)	Weight		32873	< 22682.37	23011.1 to 31229.35	31558.08 to 34516.65	34845.38 to 42406.17	45693.47
b) Long chain alcohol GC (In Lac)	Value		540	< 372.6	378 to 513	518.4 to 567	572.4 to 696.6	750.6

KRA Category : Business

KRA Weightage : 20

KRA Description : To achieve ABP 2017-18

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
Volume in Mt 2017-18 (in Mt)	Weight		1410	< 972.9	987 to 1339.5	1353.6 to 1480.5	1494.6 to 1818.9	1959.9
Value (in Lac)	Value		185	< 127.65	129.5 to 175.75	177.6 to 194.25	196.1 to 238.65	257.15

KRA Category : Customer

KRA Weightage : 20

KRA Description : New Business - Agrochemical commercialisation of 2 surfactant & Readiness for new emusifer for 2018-19 & Develop Vega ESI 65 for 100Mt per annum

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
Agrochemical initiative :Commercialise minimum 2 surfactant for Agroformulation by Feb 2018	Date			31/Mar/2018	15/Mar/2018	15/Feb/2018	15/Jan/2018	15/Dec/2017
developing new project areas of agrochemical for commencement in FY 2018-19	Text			1	2	3	4	5
Vega ESI 65 Develop one or more new customer by March 2018 with 100Mt business	Weight		100	< 69	70 to 95	96 to 105	106 to 129	139

KRA Category : People

KRA Weightage : 15

KRA Description : Organisational goal / people goal

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
India distributor strategy execution	Date			31/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017
Develop Akshay :To initiate product & customer development of fatty acid ester In lubricating industry	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017
Develop Anwar :To initiate product & customer development of fatty acid ester In coating industry	Date			31/Mar/2018	28/Feb/2018	31/Jan/2018	31/Dec/2017	30/Nov/2017

KRA Category : Process

KRA Weightage : 15

KRA Description : Build readiness for RBNQA nomination

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
Customer centric activity (Voice of customer & Customer engagement)	Text			Na	NA	March 18	Feb 18	Jan 18
Readiness of the application for submission of RBNQA	Text			NA	NA	March 18	NA	NA

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

Employee Name	Manager's name	Employee ID	Year
Vijay Rao	Ramesh Doraiswami	10003402	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	yes
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	NA	0	31/Mar/2018		
2	Coaching through leader in own	NA	0	31/Mar/2018		

	function for functional inputs					
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Part C: Development through action learning projects

Project Title	Application study of VVF Products
Review date	15/Dec/2017
Target end date	15/02/2018
Project scope	Application of Fatty acid & Fatty Alcohol in other industries
Project exclusions	application in cosmetics
Project deliverables (Target at rating 3: good solid performance)	Application of products in other industries
What is the employee expected to learn from this project	Product expansion and customer satisfaction
Reviewer(s) name	Vijay Rao
Project Status	
Project Status Comments	