

Employee Name : Nikhil Shrivastava  
 Manager's Name : Kannan Sethuraman  
 Goalsheet Of Year: 2016-2017

**KRA Category : Process**

**KRA Weightage : 15**

**KRA Description : Take full accountability of Imports operation and work on the cross functional Palmitic Feed 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) Imports Execution - Full takeover of imports execution responsibilities	Text			Jan'17	Dec'16	Nov 16	Oct 16	Sep 16
(2) Palmetic Feed project	Text			NA	NA	NA	NA	NA

**KRA Category : Business**

**KRA Weightage : 40**

**KRA Description : Deliver Value addition through Oil buying / efficiencies in Oleo business**

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. OLEO - Value addition through oil buying efficiencies - PS / PFAD / RMO / CNO.	Text			1.5%	2%	2.5%	3.0%	3.5%
2. OTIF - Oleo OTIF - Set base benchmark and drive improvements in OTIF for SH - Base - Aug-Sept-16	Text			Impr > 0% over base	Impr by 5% over base	Impr by 10% over base	Impr by 15% over base	Impr by 20% over base
3. Bring cost saving through better funding partners	Text			Impr > 0% over base	Impr by 5% over base	Impr by 10% over base	Impr by 15% over base	Impr by 20% over base
4. Develop CNO supply chain to ensure continuous availability for the plant	Text			Vol under dely by > 50% vs SNOP	Volume Under delivery by 30% vs SNOP	1. Volume delivery as committed in SNOP	1. Volume delivery as committed in SNOP + Sourcing from multiple origins + Copra buying	1. Vols as committed in SNOP + Multiple origins + Copra buying + System perfection

**KRA Category : People**

**KRA Weightage : 15**

**KRA Description : Develop buying skills through indepth commodity analysis, cross functional projects and presentations**

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. Advanced Communication skills	Text			-	-	-	-	-
(2) Daily Market Reports	Text			75%	80%	90%	95%	100%
(3) Bi Monthly Commodity Insights and Seasonal Strategy- Rapeseed oil / Mustard oil, SBO / SFO, CNO	Text			75%	80%	90%	95%	100%
(4) Monthly Buying Review	Text			75%	80%	90%	95%	100%

**KRA Category : Customer**

**KRA Weightage : 15**

**KRA Description : Mustard CSR project with Loreal and develop Vendor appraisal system**

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. Drive Mustard CSR project in partnership with Loreal	Text			NA	NA	Obj alignment with Loreal, background work	Obj alignment with Loreal, village / farmer / ngo tieup	Pilot scale implementation
2. Vendor Quality Rating	Text			NA	NA	Half Yearly	Quarterly	Monthly
3. Minimizing material rejection from last year	Text			0%	(5%)	(10%)	(15%)	(20%)

**KRA Category : Business**

**KRA Weightage : 15**

**KRA Description : CIP and 'Business cum supplier preparedness for GST and business model in GST scenario**

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. GST preparedness for Str Proc and Logs. Commercial benefit working, drawing up planned business model, Transition management - Supplier preparedness, Stock controls etc.	Text			NA	NA	Preparedness by Jan 17	Preparedness by Dec 16	Preparedness by Nov 16
2. Preparedness for the new business model sourcing in a GST scenario	Text			-	-	-	-	-
(3) Work on various substitutes of RM like Mahua, RBO, Soya Acid Oil etc. and propose accordingly	Text			Submission of samples by July'16	Making a research report on approved samples by Aug'16 Setting Targets to buy.	Create new sourcing base for for approved sample by Sep'16	Source 75% of target	Source 90% of target

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

Employee Name	Manager's name	Employee ID	Year
Nikhil Shrivastava	Kannan Sethuraman	10003613	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	
4	Interpersonal skills	Amit Sanas	2	
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	Ok
8	Advanced Excel (only AGM & above)		2	
9	Training on ISO 9001 & 22000	ASHOKRAO PATIL	0.5	Ok
10	Influencing skills	Internal TBD	2	
11	Strengths based team building	Charles Carvalho	1	
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	<b>Coaching</b> through leader in own function for <b>functional</b> inputs	Vilas Kakade	3	31-Mar-16	No	Official Commitments
2	<b>Coaching</b> through leader in own function for <b>functional</b> inputs	Amit Sanas	4	31-Mar-16	No	Official Commitments

**Part C: Development through action learning projects**

<b>Project Title</b>	Studying Animal Rumen Bypass (Feed market) market size and identifying opportunity for direct/indirect marketing of Palmitic acid beads.
<b>Review date</b>	Fortnightly
<b>Target end date</b>	15/Sep/2016
<b>Project scope</b>	Animal husbandry market development for Rumen Bypass: target minimum 3000mt Globally from Oct to March 2017 Target customers: feed manufacturer & Dairy industries.
<b>Project exclusions</b>	Beads of other fatty acid are excluded
<b>Project deliverables</b> (Target at rating 3: good solid performance)	1.Map the possible animal food formulations already in market and develop a menu – India and Global 2.Map the formulators and market sizes and tieup 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 5.Value addition of 5 to 10% on flake palmitic acid

<b>What is the employee expected to learn from this project</b>	Take home from this project is NEW MARKET & PRODUCT DEVELOPMENT. " ENTRY TO DAIRY INDUSTRY"
<b>Reviewer(s) name</b>	Mr. Ramesh Doraiswami.
<b>Project Status</b>	Not Completed
<b>Project Status Comments</b>	Not been able to do justice with this project and have not given anytime.