

10003028 Vivek Pawaskar

Employee Name : Vivek PawaskarManager's Name : Pratyaya Chakrabarti

Goalsheet Approval Date : 08-Apr-2017

KRA Category : Business

KRA Weightage : 40 _

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 Delivery on ABP - 435 Cr Soaps 18133MT, Noodles - 20775MT, Powder - 6279MT, Liquids - 697 L bottles	Text			410	430	435	440	445	~300 Cr	
2 Delivery on EBITDA - 56 Cr	Text			45	50	56	58	60		
3 Customer Satisfaction Feedback	Text			3	3.5	3.8	4	4.2		
4 OTIF for NPDs	Percentage			70	80	90	95	100		

KRA Category : Business

KRA Weightage : 15 _

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 Secure Syndet Business	Text			Not Available	Not Available	350MT	360 MT	370 MT	380MT	
2 Secure Business for Translucent Noodles	Text			Not Available	Not Available	500MT	520 MT	540 MT		
3 Secure Business for CMB for export, new customers	Text			Not Available	Not Available	25 Cr	31 Cr	32 Cr		
4 Overall GC	Text			Not Available	Not Available	119 Cr	120 Cr	121 Cr		
5 Recovery of C forms - till 2014-15	Text			Not Available	Not Available	100 Cr	125 Cr	150 Cr		

KRA Category : People

KRA Weightage : 15 _

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 Develop team for independent and agile working, balance work load	Text			Not Available	Not Available	Occasional need of extra support	No extra support	Ahead of time without no extra support	4	Successful induction of Mamta and Debashis, taken over account independently. Vinayak rating 5, Siddharth rating 4. No extra support required for KAMs.
*2 More exposure to financial analysis, engage with clients to tap strategic partnerships opportunities "	Text			Not Available	Not Available	Tapped strategic opportunities	Initiated work on strategic opportunities	Implemented strategic opportunities	5	Deba implemented Oriflame talc for export and domestic, Mamta implemented Nivea soap for export, Vinayak closed PET and GMP

KRA Category : Process
KRA Weightage : 15 _

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 Over Dues control	Text			30 days	15 days	< 7 days	< 3 days	0 Days	4	Overall rating 4. Except for RB, Nivea & Piramal. RB due to payment cycle of 1,11,21. Nivea credit terms changed by client without agreement which is now resolved. Piramal payment is received immediately once VVF payment is made.
2 Quick turn around time for first proposal	Text			30 days	15 days	7 days	5 days	1 day	Average 5 to 7 days	Major time required for new RM PM rates. Costing done and proposal
*3 No Carry over of RM, PM inventory beyond 3 months without plans "	Text			9 months	6 months	3 months	2 months	1month		
4 Set process all customers for on time lifting of FG	Text			14 Days from RFD	7 days from RFD	3 days from RFD	2 Days from RFD	1 Day from RFD		

KRA Category : Customer
KRA Weightage : 15 _

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 Timely MIS for customers	Text			Not Available	Occasional dealys	On time	Value added MIS	Customer delight	On Time	Overall rating of 3. Nivea and Oriflame had issues when Xavier left but now successfully restored with new KAMs

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
2 Supprt and Deliver increased/unplanned cusomter demands	Percentage			10	30	50	75	100	90	Successfully delivered Niko increased demand, RB DAL demand

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

Employee Name	Vivek Pawaskar	Manager's name	Pratyaya Chakrabarti
Employee Code	10003028	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			
5	Advanced Excel (only AGM & above)		2			
6	Environment Health and Safety *	EHS Team	1	Ok	Yes	
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	Ok	Yes	
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	Ok	Yes	

	**					
10	Influencing skills	Internal TBD	2			
11	Strengths based team building	Charles Carvalho	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	Hedging in Oil Buying	1	s.kannan@vvfltd.com?Kannan Sethuraman	Yes	
2	Oil Blends & Commercial Impact	1	subrata.debnath@vvfltd.com?Subrata Debnath		

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					
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	Tracking CMB Noodles Profitability – Contract v/s Actual
Review date	Quarterly starting from Oct 2016

Target end date	31/Mar/2017
Project scope	Monitor Noodles contract for Contracted Rate of Noodles and Oil v/s Actual
Project exclusions	
Project deliverables (Target at rating 3: good solid performance)	
What is the employee expected to learn from this project	
Reviewer(s) name	
Project Status	Select
Project Status Comments	