

Employee Name : Anand Desai
 Manager's Name : Vadiraj Ekkundi
 Goalsheet Of Year: 2017-2018

KRA Category : Business
KRA Weightage : 30
KRA Description : CPD

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
New product development for Doy Care Face Gel- Aloe vera and additional 2 to 3 variants r.edy for launch	Text	20		07/2018	06/2018	05/2018	04/2018	03/2018
New product development for--Doy facewash Bactershield Hand Sanitizer. Ready for launch.	Text	25		07/2018	06/2018	03/2018	02/2018	01/2018
manufacturing activity support and Technology transfer -First time right.	Text	10		FTR80%	FTR 85%	FTR 95%	FTR100%	FTR 105%
New product development for Softsense- Sunscreen SPF50, Diaper rash cream. Ready for launch	Text	20		08/2018	07/2018	05/2018	04/2018	03/2018
Soaps-Truths, Doy Fresh, Doy sandal launch	Text	25		06/2018	05/2018	04/2018	03/2018	02/2018

KRA Category : People
KRA Weightage : 15
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
Train atleast 2 R&D personell in SAP and admin related activities and assign the respective responsibilities.	Text	50		04/2018	02/2018	01/2018	12/2018	11/2018
Monitor R&D projects for efficiency using R&D OTIF system and present every quarter.	Text	50		04/2018	02/2018	01/2018	12/2017	11/2017

KRA Category : Customer
KRA Weightage : 25
KRA Description : CMB

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
Oriflame- New Products (Soaps, Talcum Powder, Foot talc)ready for launch	Text	25		08/2018	06/2018	04/2018	03/201802/2018	02/2018
Mibelle-New Products(Handwash, Bodywash) ready for launch	Text	20		05/2018	03/2018	01/2018	12/2017	11/2017
Piramal-New products(Body wash) ready for launch	Text	15		04/2018	02/2018	01/2018	12/2017	11/2017
Institutional Sales- 4 New products ready for launch with 6 weeks stability	Text	40		06/2018	04/2018	01/2018	12/2017	11/2017

KRA Category : Process
KRA Weightage : 15
KRA Description : 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
Strengthen packaging	Text	50		03/2018	02/2018	12/2018	11/2018	10/2018
To implement SOP - Formulation and BOM adherence	Text	30		01/2018	12/2018	11/2018	10/2018	09/2018
manpower planning and recruitment	Text	20		recruitment delay by more than 3 months	planned recruitment delay by 3 months	as per requirement	unplanned recruitment achieved	all r& requirements met

KRA Category : Process
KRA Weightage : 15
KRA Description : Lead CPD & CMB R&D teams

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

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

Employee Name	Manager's name	Employee ID	Year
Anand Desai	Vadiraj Ekkundi	10004095	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		2	verbal and wrritten
5	Getting Things Done		1	
6	The Super Manager	Amit Sanas	2	multitasking
7	Six Thinking Hats		1	
8	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	Administration of R&D	2	vadiraj.ekkundi@vvfltd.com?V adiraj Ekkundi
2	Budget planning in R&D	2	vadiraj.ekkundi@vvfltd.com?V adiraj Ekkundi

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	Dr.Vadiraj	10	20/Dec/2017		

2	Coaching through leader in own function for functional inputs	amarjit	10	30/Mar/2018		
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Part C: Development through action learning projects

Project Title	Soap technology
Review date	03/2018
Target end date	02/2018
Project scope	Self learning- To read literature on technology of soap development and processing, Plan pilot plant formulation trials
Project exclusions	NA
Project deliverables (Target at rating 3: good solid performance)	Basic understanding of soap technology acquired by March 2018.
What is the employee expected to learn from this project	Understand the basics of soap technology.
Reviewer(s) name	Sunil Singh/Amarjit
Project Status	
Project Status Comments	