

Employee Name : Mohan Sonar
 Manager's Name : Ramesh Doraiswami
 Goalsheet Of Year: 2017-2018

KRA Category : Customer

KRA Weightage : 30

KRA Description : GROUP LITIGATION MANAGEMENT AND APPROVALS

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
Defend all litigation's, disputes for and against the company, settlement of disputes/litigations old and new in a cost effective and beneficial manner	Text	50		Two instance of setback to litigation/disputes due to delay in response and major loss suffered by business.	One instance of setback to litigation/disputes due to delay in response and loss suffered by Business.	No instance of setback to litigation due to delay in response and no any loss suffered by business.	No instance of setback to litigation/diputes due to delayed response+ Closure of atleast 2 litigation/disputes to business advantage	No instance of setback to litigation due to delayed response+ Closure of atleast 3 litigation / disputes to business advantage
Overseeing agreements/legal documents for Group/associate Companies. Defend all litigation's, disputes for and against the Group Companies in India and abroad in a cost effective and beneficial manner. Defending IPR related litigation's for Company /Group/Associates.	Text	50		Two instance of setback due to delay in response and major loss suffered by recipient .	One instance of setback due to delay in response and loss suffered by Business.	All attended on time and no instance of setback.	No instance of setback to litigation due to delayed response and closure of at least one litigation/dispute to business / group companies /promoters advantages.	No instance of setback to litigation due to delayed response and closure of two litigation/dispute to business/group companies / promoters advantages.

KRA Category : Business

KRA Weightage : 40

KRA Description : COMPLIANCE MANAGEMENT VVF GROUP

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
ensure " on time" submission with "no" misses for filing for vvf india and vvf group companies excluding delays due technical or unless otherwise decided	Text	50		4 timeline miss < 60 days delay	3 timeline miss < 30 days delay	2 timeline miss < 15 days delay	1 timeline miss < 10 days delay	All timelines met 100%
Ensuring regulatory compliance through systemic risk assessment and ensuring no unplanned surprises. Reduce no. of new non compliances Major non compliance - impact Rs 5 million and above, Minor non-compliance- impact Rs.1 million to Rs. 4.99 mln) New Non-Compliance to be measured by notices received from Government or other regulatory authorities. (Excluding Notices related to EXIM, Direct and Indirect Taxes and Matters reported to management Under Compliance Report). Evaluation and implementation of automated Compliance Management system.	Text	50		2 Major+ 3 Minor	1Major+ 3 minor	Zero Major+ 2 Minor	Zero Major + 1 Minor	Zero major+ Zero minor

KRA Category : Process
KRA Weightage : 15
KRA Description : LEGAL SUPPORT ON FINANCIAL RESTRUCTURING WITH BANKERS

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
Legal and secretarial support for S4A proposal on time.	Text	50		failed to implement proposal due to delay in response	Implemented but not in time due to delay in response from us	Implemented	Implemented within time and before due date with cost saving	Implemented before due date and with cost saving and business advantages
Completing all the documentation for S4A proposal in time	Text	50		failed to implement proposal due to delay in response	Implemented but not in time due to delay in response from us	Implemented	Implemented within time and before due date with cost saving	Implemented before due date and with cost saving and business advantages

KRA Category : People
KRA Weightage : 15
KRA Description : People Development

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
Staff development - a. Smooth transition of Kamal Saboo as India lead and Sanjay Sharma to take over RA function	Percentage	50		10	40	50	75	100
Develop Dipiti Joshi for vetting legal agreements of associate companies, develop Yogesh to look after in IPR for new companies and develop Jayram to handle promoters cases	Percentage	50		10	40	50	75	100

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

Employee Name	Manager's name	Employee ID	Year
Mohan Sonar	Ramesh Doraiswami	10000714	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

	Name of program	Faculty	Days	Please explain why the training is needed
No				

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	
5	Getting Things Done		1	
6	The Super Manager	Amit Sanas	2	
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			
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					
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	

Review date	
Target end date	
Project scope	
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	
Project Status Comments	