

Employee Name : Amarjit Mishra
Manager's Name : Ramesh Doraiswami
Goalsheet Of Year: 2017-2018

KRA Category : Business
KRA Weightage : 40
KRA Description : Not Available

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. Achieving ABP value objective of Rs 229 Cr (Synergy billing)	Text	25		< 160Cr	Between 160Cr to 219Cr	Between 219Cr to 240Cr	Between 240 Cr to 297Cr	> 297Cr
2. Achieving EBIDTA objective of Rs -10.25 Cr	Text	50		> ~17.4Cr	Between ~13.3 to ~10.8	Between ~10.8 Cr to ~9.8 Cr	Between ~9.8 cr to ~7.2Cr	< ~7.2
3. To achieve a UVG of 2%	Text	25		<1.4%	1.4%~1.9%	1.9%~2.1%	2.1%~2.4%	>2.4%

KRA Category : People
KRA Weightage : 20
KRA Description : Capability strengthening

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
To identify resource for trade promotion	Text	50		NA	NA	11/18	Identyfing and deploying by Nov~18	Identyfing and deploying by oct~18
completing mobile based secondary sales billing by March 2017	Text	50		One Zone by Q3	Atleast one zone by March 2017	Atleast 2 zones by March 2017	Atleast 3 zones by March 2017	all India by March 2017

KRA Category : Customer
KRA Weightage : 20
KRA Description : Not Available

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. Getting each category head to identify one consumer insight each relevant to their brand area from multiple data source	Text	50		None identified by March 2018	Atleast two of 3 groups identifying one insight each by December 2017	Each group identifying one insight each by December 2017	Identifying and deciding on action points based on insight mining Dec 2017	Identifying, deciding action plan and deploying the same by Mar 2018

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
and pattern analytics 2. Improving JO gross margin	Value	50	23	< 15.87	16.1 to 21.85	22.08 to 24.15	24.38 to 29.67	31.97

KRA Category : Process

KRA Weightage : 20

KRA Description : NPD preparedness and new geography expansion

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
Launch of Dishwash liquid in one state either Gujarat or MP to achieve a placement target of 5 ton	Units	25	5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95
Pilot of Truth soap in Delhi to achieve a placement target of 5 ton	Units	25	5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95
Expansion of AP distribution to achieve improved sales	Text	25		NA	NA	Achieve 20% improvement on value sales in Q4 over same period of previous year	Achieve 20% improvement on value sales in H2 over same period of previous year	Achieve 20% improvement on value sales over previous year
Launch of Talcum powder to achieve Rs 3 Cr	Value	25	300	< 207	210 to 285	288 to 315	318 to 387	417

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

Employee Name	Manager's name	Employee ID	Year
Amarjit Mishra	Ramesh Doraiswami	10003791	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	
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	Ramesh Doraiswamy	5	31-03-2018		
2	Coaching through leader in own function for functional inputs	Mohit Sharma	1	31-12-2017		

Part C: Development through action learning projects

Project Title	Mentoring project JO for gross margin improvment
Review date	31/Dec/2017
Target end date	31/Mar/2018
Project scope	Evaluating scopes of improvement of JO gross margin

Project exclusions	NA
Project deliverables (Target at rating 3: good solid performance)	Improving gross margin by 5% to March 2017 exit
What is the employee expected to learn from this project	Anchoring CFT team to progress methodically, making them aware of possible missed opportunity area
Reviewer(s) name	Amarjit Mishra
Project Status	
Project Status Comments	