

Employee Name : Pankaj Patodia
Manager's Name : Pragnesh Buch
Goalsheet Of Year: 2017-2018

KRA Category : Customer

KRA Weightage : 20

KRA Description : Building Marketing Analytics in Key Areas

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
Market size, share, enquiry generation & strike rate	Text			Half yearly	Quarterly	Monthly	Fortnightly	Weekly
Customer Engagement Survey & Administration of Key Learnings & Action	Date			31/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017
New Customer Acquisition	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95
Regain lost customers	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95

KRA Category : People

KRA Weightage : 15

KRA Description : Distribution Network in Russia & Africa

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
Identification of the right partner in the region	Date	50		28/Feb/2018	30/Nov/2017	31/Oct/2017	31/Aug/2017	31/Jul/2017
Finalisation and commencing of business with Distributors	Date	50		31/Mar/2018	31/Dec/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017

KRA Category : Process

KRA Weightage : 15

KRA Description : To explore Ewax and Ethoxylate market

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
Develop new customers for EWAX	Value	50	3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17
Develop new customers for Ethoxylate	Value	50	3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17

KRA Category : Business

KRA Weightage : 50

KRA Description : Achievement of ABP

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
ROW (except Iran)+India Long Chain Qty	Value	30	10595	< 7310.55	7416.5 to 10065.25	10171.2 to 11124.75	11230.7 to 13667.55	14727.05
GC	Value	40	19.95	< 13.77	13.97 to 18.95	19.15 to 20.95	21.15 to 25.74	27.73
NRV	Value	20	26.05	< 17.97	18.24 to 24.75	25.01 to 27.35	27.61 to 33.6	36.21
Collection	Days	10		30	20	10	7	1

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

Employee Name	Manager's name	Employee ID	Year
Pankaj Patodia	Pragnesh Buch	10003837	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	Will help me build rapport with customers.
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	Pragnesh Buch	6	31/Jul/2017		
2	Coaching through leader in own function for functional inputs	Ramesh Doraiswami	2	31/Oct/2017		

Part C: Development through action learning projects

Project Title	Identify critical success factors for Long Chain Alcohol Business
Review date	30/Sep/2017
Target end date	31/Dec/2017

Project scope	Explore new territory, customers, product applications and opportunities in downstream derivatives
Project exclusions	NA
Project deliverables (Target at rating 3: good solid performance)	Addition of atleast 20 new customer across regions. Identification of minimum 2 derivatives with business potential.
What is the employee expected to learn from this project	New Application, new derivatives of long chain alcohol
Reviewer(s) name	Mr. Pragnesh Buch
Project Status	
Project Status Comments	