

Employee Name : Nikhil Shrivastava
 Manager's Name : Mahesh Kasbekar
 Goalsheet Of Year: 2017-2018

KRA Category : Customer
KRA Weightage : 15
KRA Description : Sustainability Agenda

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
Mapping of RM till Refinery for traceability agenda	Text			mapping till refinery on six monthly basis	Mapping till Refinery on quarterly basis	Mapping till Refinery on Monthly basis	Mapping till Mills on Quarterly Basis	Mapping till Mills on monthly basis
Responding to buyers on sustainable sourcing	Days			60	45	30	15	10
3. Vendor Assessment - Half Yearly Basis	Text			not done	yearly	Once in six months	quartely	monthly

KRA Category : Business
KRA Weightage : 15
KRA Description : Market Data Analysis

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 Data Analysis & Monthly Presentations to Business (for better decision making)	Text			50%	60%	80%	90%	95%
Weekly Long / Short Positions & M-to-M and Market Review meeting	Text			50%	60%	80%	90%	95%

KRA Category : Process
KRA Weightage : 15
KRA Description : Mustard DO Processing Alternatives

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
Explore New hub for Mustard DO Processing	Text			Unable to Propose	Indisntified and Proposal made by Feb'18	Identify & Propose by Dec'17	Closure with an Agreement	Do a trial run
Create New Supplier for	Text			Unable to Propose	Indisntified and	Identify & Propose by	Closure with an	Do a trial lot

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
Sustainable Mustad DO					Proposal made by Feb'18	Dec'17	Agreement	

KRA Category : Business

KRA Weightage : 40

KRA Description : Developing Procurement Strategy for Oleo RM

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. Value Addition through Strat Proc	Percentage	40		1	2	3	3.5	4
2. OTIF for Procurement (Monthly basis)	Percentage	20		60	70	85	90	95
3. Optimised logistic cost through alternatives	Percentage	20		1	2	5	10	15
4. Procurement of Monthly 200 MT Crude Glycerine from Oleo	Text	20		For 3 months @ 200 MT PM	For 4 months @ 200 MT PM	For 5 months @ 200 MT PM	For 6 months @ 200 MT PM	For 7 months @ 200 MT PM

KRA Category : People

KRA Weightage : 15

KRA Description : Ramkrishna Bajaj National Quality Award

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 be finalised	Text			TBD	TBD	TBD	TBD	TBD
To be finalised	Text			TBD	TBD	TBD	TBD	TBD

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

Employee Name	Manager's name	Employee ID	Year
Nikhil Shrivastava	Mahesh Kasbekar	10003613	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	Satish Kulkarni	6	31/Mar/2018		
2	Coaching through leader in own function for functional	S. Kannan	6	31/Mar/2018		

	inputs					
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Part C: Development through action learning projects

Project Title	Carbon Emission
Review date	31/Mar/2018
Target end date	31/Mar/2018
Project scope	Understading the current Carbon Emissions in Taloja, measures taken to control them & creating a system in place for tracking
Project exclusions	Continuous
Project deliverables (Target at rating 3: good solid performance)	Yet to be decided
What is the employee expected to learn from this project	Yet to be decided
Reviewer(s) name	Yet to be decided
Project Status	
Project Status Comments	