

Employee Name : Vimal Pathak
Manager's Name : Pragnesh Buch
Goalsheet Of Year: 2017-2018

KRA Category : People

KRA Weightage : 15

KRA Description : To establish distribution network in LATAM and Iran

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
finalization of distribution model in different parts of LATAM	Date			31/Mar/2018	31/Dec/2017	30/Sep/2017	31/Aug/2017	31/Jul/2017
finalization of distribution agreement in Iran	Date			31/Mar/2018	31/Dec/2017	30/Sep/2017	31/Aug/2017	31/Jul/2017
finalization of distribution agreement in west europe	Date			31/Mar/2018	31/Dec/2017	30/Sep/2017	31/Aug/2017	31/Jul/2017

KRA Category : Business

KRA Weightage : 50

KRA Description : To achieve target numbers for Europe, Latin America and Iran

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
Target volume for Europe, Latam and Iran	Units	30	23775	< 16404.75	16642.5 to 22586.25	22824 to 24963.75	25201.5 to 30669.75	33047.25
GC	Value	40	37.2	< 25.67	26.04 to 35.34	35.71 to 39.06	39.43 to 47.99	51.71
NRV	Value	10	151.4	< 104.47	105.98 to 143.83	145.34 to 158.97	160.48 to 195.31	210.45
Collection	Days	20		30	20	10	7	1

KRA Category : Process

KRA Weightage : 15

KRA Description : RBNQA - customer focus

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
customer centric activities	Text			feb 18	jan 18	dec 17	nov 17	oct17
readiness of the application of RBNQA	Text			jan 17	feb 18	mar 18	NA	NA

KRA Category : Customer

KRA Weightage : 20

KRA Description : Building marketing analytics capabilities 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, market share, enquiry generation, strike rate	Text			half yearly	quarterly	monthly	fortnightly	weekly
customer engagement survey and administration of key learnings and actions	Date			31/Dec/2017	30/Nov/2017	31/Oct/2017	30/Sep/2017	31/Aug/2017
new customer	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95
regained customers	Units		5	< 3.45	3.5 to 4.75	4.8 to 5.25	5.3 to 6.45	6.95

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

Employee Name	Manager's name	Employee ID	Year
Vimal Pathak	Pragnesh Buch	10003366	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	to enhance skills
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	30/Sep/2017		
2	Coaching through leader in own function for functional inputs	Ramesh Doraiswami	2	31/Dec/2017		

Part C: Development through action learning projects

Project Title	To identify critical successfactors in long chain business
Review date	30/Sep/2017
Target end date	31/Dec/2017
Project scope	To explore new territory, customers, product applications and opportunities in downstream derivatives

Project exclusions	N/A
Project deliverables (Target at rating 3: good solid performance)	Addition of at least 20 new customers across regions. Identification of min 2 derivatives with business potential
What is the employee expected to learn from this project	New application, new derivatives of long chain alcohols
Reviewer(s) name	Mr. Pragnesh Buch
Project Status	
Project Status Comments	