

Employee Name : Jayawant Rawool  
Manager's Name : Pratik Mehta  
Goalsheet Of Year: 2017-2018  
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Individual Development Plan (WI.CHR.03 F.NO. 1)

| Employee Name   | Manager's name | Employee ID | Year      |
|-----------------|----------------|-------------|-----------|
| Jayawant Rawool | Pratik Mehta   | 10000644    | 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 | <b>Coaching</b> through leader in own function for <b>functional</b> inputs |  |  |  |  |  |
| 2 | <b>Coaching</b> through leader in own function for <b>functional</b> 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   |  |