

Employee Name : Tejal Shende
 Manager's Name : Delna Joshi
 Goalsheet Of Year: 2017-2018

KRA Category : Process
KRA Weightage : 15
KRA Description : Innovation

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. Launch readiness for at least Aloe Vera Gel (formulation/ consumer research/ label design with approvals)	Text	25		Mar 18	Feb 18	Jan 18	Dec 17	Nov 17
2. Launch readiness for at least 1 new product in Lip Care Category (formulation/ consumer research/ label design with approvals)	Text	25		NA	NA	Mar 18	Feb 18	Jan 17
3. Launch readiness of one Face wash Variant (formulations/ Testing/ consumer research/ label design with approvals)	Text	25		N A	Mar 18	Feb 18	Jan 18	Dec 17
4. Evaluating alternative quality for tubes with improved costing without compromising of quality perceptions along with pkg dev. and keeping the same ready with consumer research support.	Text	25		Jan 18	Dec 17	Nov 17	Oct 17	Sep 17

KRA Category : People
KRA Weightage : 15
KRA Description : People and Self Development

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. Exploring Essential Oil/ Extracts market and Identifying product stream and making Business Proposal having sale potential for 2018-19.	Text	60		N A	N A	Mar 18	Feb 18	Jan 18
2. For Face Care, identify relevant and actionable consumer insight from depth interview.	Text	40		1 insight	2 insight	3 insight	4 insight	5 insight

KRA Category : Customer
KRA Weightage : 15
KRA Description : Marketing

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.Integrated Digital DOY Plan	Text	25		Mar 18	Feb 18	Jan 18	Dec 17	Nov 17
2. Integrated DOY Fan base	Value	25	3	< 2.07	2.1 to 2.85	2.88 to 3.15	3.18 to 3.87	4.17
3. Readiness of Innovative Hanger option	Text	25		Feb 18	Jan 18	Dec 17	Nov 17	Oct 17
4. Existing any 1 variant of FW LUP pilot in one state (with no change in formulation)	Text	25		NA	Mar 18	Feb 18	Jan 18	Dec 17

KRA Category : Business

KRA Weightage : 40

KRA Description : Organisational Effectiveness by enhancing development of employees

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. Face wash Value	Value	50	167	< 115.23	116.9 to 158.65	160.32 to 175.35	177.02 to 215.43	232.13
2. Achieve FW bottom line of (EBIDTA Value is in -ve)	Text	25		< (48.99)	(49) to (67.45)	(67.46) to (74.55)	(74.56) to (91.59)	> (91.59)
3. Achieve Kids Value	Value	25	77	< 53.13	53.9 to 73.15	73.92 to 80.85	81.62 to 99.33	107.03

KRA Category : Customer

KRA Weightage : 15

KRA Description : DOY CARE & LAVISH SOAP

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.Co-ordination for new pack rollout of for Doy Care as per integrated design	Text	25		Mar 18	Feb 18	Jan 18	Dec 17	Nov 17
2. Co-ordination for new pack rollout of Doy Care LAVISH	Text	25		Dec 17	Nov 17	Oct 17	Sept 17	Aug 17
3. .Co-ordination for new pack rollout of Kids as per integrated design	Text	25		Mar 18	Feb 18	Jan 18	Dec 17	Nov 17
4..Co-ordination for new pack rollout of Doy Transparent as per integrated design	Text	25		Mar 18	Feb 18	Jan 18	Dec 17	Nov 17

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

Employee Name	Manager's name	Employee ID	Year
Tejal Shende	Delna Joshi	10003380	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	it will help strategic thinking skills
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					
2	Coaching through leader in own function for functional 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	