

Employee Name : Kannan Sethuraman
 Manager's Name : Ramesh Doraiswami
 Goalsheet Of Year: 2017-2018

KRA Category : Business

KRA Weightage : 25

KRA Description : Deliver Oil value addition through Buying efficiencies in Oleo and PCP business

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
Oil Value addition - Oleo business	Percentage	50		2	2.5	3	3.5	4
Oil Value addition - PCP business	Percentage	50		2	2.5	3	3.5	4

KRA Category : Process

KRA Weightage : 15

KRA Description : Ensure smooth GST transition minimising cost impact / business glitches, Develop GMO Mustard strategy and develop roadmap for RBNQA

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
GST Implementation	Text	50		Not GST ready by 1 Jul	Tax paid Stk 60 days, Vendor compliance by 30 Jun 40%,	Tax paid Stk 30 days, Vendor compliance by 30 Jun 55%,	Tax paid stk 20 days, Vendor compliance by 30 Jun 70%, Alt sourcing model start by Sept	Tax paid 10 days, Vendor compliance by 30 Jun 85%,
Roadmap for RBNQA audit - 1. Defining KPIs, Summarise and report, 2. Submission to Internal auditor for Pre audit and 3. Corrective actions basis audit	Text	50		.	2.Mar 17	1. Oct 17, 2. Jan 17, 3. Mar 17	1. Sep17, 2. Dec17, 3.Mar17	1. Sep17, 2. Dec17, 3.Feb17

KRA Category : Customer

KRA Weightage : 20

KRA Description : Deliver CIP across Oil / Procurement, Engineering and Logistics and develop the gas strategy

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
Oil / RMPM Procurement CIP	Value	40	200	< 138	140 to 190	192 to 210	212 to 258	278
Logistics and Engg CIP	Value	40	200	< 138	140 to 190	192 to 210	212 to 258	278

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
Contract resolution with BPCL	Text	20		Mar 17	Feb 17	Dec 17	Oct 17	Aug 17

KRA Category : People

KRA Weightage : 15

KRA Description : Drive GMO Mustard initiative, Proactive Function- Business partnership etc

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
Proactive function - business partnership through regular meetings, supporting business decision making, regular feedback etc.	Text			-	-	Regular monthly / fortnightly meetin, Analytics Sales/margin, regular feedback mechanism etc	3+ Positive recognition by business teams	Superior working relationship
Support team IDPs	Text			-	-	All IDPs completed,	3+Positive contribution	Superior development
Work on GMO Mustard initiative, influence ideas, policy etc. if possible	Text			-	-	Develop network, Influence ideas	Influence policy if possible	Pilot working

KRA Category : Business

KRA Weightage : 25

KRA Description : Deliver Oleo business GC target with a tight working capital control

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
Oleo business GC delivery	Value	75	196	< 135.24	137.2 to 186.2	188.16 to 205.8	207.76 to 252.84	272.44
Oleo Business working capital	Text	25		250 cr	230 cr	218 cr	210 cr	200 cr

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

Employee Name	Manager's name	Employee ID	Year
Kannan Sethuraman	Ramesh Doraiswami	10003281	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	Charles Carvalho	2	
5	The Super Manager	Amit Sanas	2	
6	Six Thinking Hats		1	
7	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	D Ramesh	3	31-Mar-18		
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

Project Title	Business Finance partnership supporting business teams in eff decision making
Review date	31/Dec/2017
Target end date	31/Mar/2018
Project scope	Finance teams to work closely with business teams, contribute to decision making process proactively
Project exclusions	N/a
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	