PERFORMANCE MANAGEMENT SYSTEM

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PERIOD OF REVIEW: FROM: APRIL 2017 - MARCH 2018

Reviewee's Details			
Name	Gauri Kulkarni	**Associate ID**	5401
Department	Design	**Designation**	Associate General Manager - Architecture
Cell	Architecture	**Grade**	2C
Date of Joining	11/02/2013	**Rating (April '16)**	Good
Last Promotion	01/04/2016	**Rating (April '17)**	Good
Reviewer Details			
Name	Ajay Gandhewar	**Reviewer ID**	6096
Self Rating :	Excellent	**Final Rating :**	

PERFORMANCE ASSESSMENT

KRAs FY 17-18 (Key Result Areas)

Sr. No.	KRAs (Key Result Area)	Achievements	Mention Facilitating And Constraining Factors	Self Weightages & Rating
1	To maintain quality targets & schedule of the drawings as per site requirement	The drawings are thoroughly checked based on the design inputs finalized & the cost feasibility concern. I try my best to give the drawings on the specified schedule for site execution. Also slab checking is done by me during the course of the project execution.		15 / 5 / 0.75
2	To reviewed construct-ability of design	During the design process the feasibility of construction is always discussed with the design consultants so that the VFC output addresses all the major construction issues.		15 / 5 / 0.75
3	Ensures laid out policies and processes are followed as per norms	I go through the policies & procedures for all the concerns related to design. All the policies eg. Fall Protection, Finishing, Design-Liaison co-ordination process etc are adhered to herewith for the project progression.		10 / 5 / 0.5
4	Time management	I always try my best to complete the work within time. I put efforts to try & maintain the dates committed by our team.		10 / 5 / 0.5
5	Is able to do value engineering & save cost	Currently working on Palava has always put me under cost saving habit. I have put in efforts to explore different materials which are cost effective & give descent aesthetics. A mix match is done for the materials which can be imported from China with better specifications for keeping the commitments to the customers. Whereas some areas can be dealt with the local materials like a few door hardware items, laminates, tiles etc.		15 / 5 / 0.75
6	Ensure In house coordination with relevant teams and teamwork leading to closing of issues as per Lodha norms	The in house co-ordination is done for the smooth co-ordination & progress of the project. Not only in terms of the design related issues for which there is a co-ordination with PCA, Procurement, Site Team, Marketing etc but also have to co-ordinate for FSI related issues with the Liaison department to make sure that the issues are closed as per norms of our company.		10 / 4 / 0.4
7	Show dedication and work hard to achieve the targets in fire fighting situations also	I am extremely dedicated to work & put my best to handle concerns in the extremely urgent situations. Eg If the committed date of the dwg has to be kept then I put in extra time if required to see to it that the correct dwg or information has reached to the concerned on time.		10 / 5 / 0.5
8	Punctual	I am always on time to the office & see to it that my work also is done on time so as to facilitate the projects I am working on.		5 / 5 / 0.25
9	Working on other works related to Palava master plan, FSI calculations and understanding regulations and their analysis for impact on master plan.	I have been working hard on Sector3 buildings, 2 Aspiration bldg. projects. Also have been working on the Palava 2 model by coordinating with our consultants GAC, Singapore. Currently have coordinated for Sector 3,4, 5 ,6 & riverfront models at 1:250 scale & got them completed before the respective launches.		10 / 5 / 0.5
10				0 / 0
11				0 / 0
			Average Rating of Section A:	

				4.90

BEHAVIOURAL ASSESSMENT

Behavioural evaluation based on Lodha competencies.

Sr. No	Behavioural Competencies	Self Assessment Rating (0 -5)
1	**Customer Delight:** Makes self available to customers to resolve their issues. Takes personal responsibility for correcting problems. Adds to customer delight by making things better for the customer.	5
2	**Resourcefulness:** Identifies and acts on issues which might provide a problem in the near future.Deals decisively even in ambiguous situations and stays composed and positive under pressure.	4
3	**Commitment to shared Goals:** Solicits inputs and encourages others to contribute. Acknowledges, validates and builds on others contributions. Works to build team commitment and focus organisational efforts in the right direction.	5
4	**Conviction:** Shows willingness to take on major challenges which carry significant career and/ or commercial risk. Shows a strong belief in own ability to deliver.States confidence in own ability and acts consistently with beliefs and values.	5
5	**System Orientation & Thoroughness:** Checks the accuracy and quality of work to ensure that it meets expected standards and follows required procedures. Keeps clear and detailed records of workflow. Plans the details of work or projects and considers the critical path to ensure quality and efficiency.	5
6	**Entrepreneurial Drive:** Creates own measure of excellence and challenges self to do better. Wants to do the job well. Makes incremental improvements in performance against objectives; strives to exceed goals set by others and improves self performance by acting on feedback from others.	4
	Average Rating of Section B:	**4.67**

DEVELOPMENT PLAN

Identify your Strengths & Development Areas (Self Assessment)

Sr. No.	Strengths	Sr. No.	Areas of Improvement
1	I am dedicated to my work & it is always my priority.	1	Need to have a work life balance.
2	I like to keep on learning.	2	
3	I am very punctual.	3	

TRAININGS ATTENDED

Trainings attended by you in FY17-18 (for reference)

Program Name	Program Date
Personal Impact	Jun 15 2017 12:00AM
Personal Impact	Jun 16 2017 12:00AM

TRAINING NEEDS

Identify your future training needs to facilitate achievement of Key Result Areas FY 18-19. (Self Assessment)

Sr. No.	Behavioural/Managerial/ Leadership Training Needs for the role. (Associate's Self Assessment)
1	Advanced Communication Skills
2	Self Management
3	
Sr. No.	**Technical/ Functional /Domain Trainings Needs for the role. (Associate's Self Assessment)**
1	Others (Please specify the needs)
2	Advanced Excel
3	

CAREER ASPIRATIONS

Please select the relevant option/s provided in the drop down as per your Career Aspiration Dialogue:

Sr. No.	Aspiration/Need	Description (Details of the role/ action plan)	Short Term (1-2yrs)/ Mid Term (2-4yrs)	Support Required (Development Needs, Resources required etc)
1			Short Term (1-2yrs)	team resource
2				

4.82 === 3.283 + 1.5411