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LODHA
BUILDING A BETTER LIFE

Annual Performance Review - FY23 For Gauri Kulkarni

Employee Information

First Name : Gauri

Last Name : Kulkarni

Designation : Dy. General Manager - Architecture

Department : Design

Manager : Sushant Patil

GOAL/KRA Review

GOAL/KRA Review	Actual Achievement	Weightage	% Achievement
Cordination with site execution team for constructability of design and quality checking for customer satisfaction	25	15	3.8%

KPI Name	Type	Target | Achieved	Achievement
Site team feedback	PERCENTAGE	100 | 75	75
Initiative taken to improve quality at site	PERCENTAGE	100 | 0	0
Analysing risk/issues and solutions provided	PERCENTAGE	100 | 0	0

Self Rating : 5

Self Comments : Although the site for the new wing has just begun, the existing towers by the previous builder Acme are to be facilitated by quick decisions for materials for finishing like tiles etc. Effort has been taken to visit the site weekly to attend to the queries & resolve them, as the OC for the previous towers is approaching.

GOAL/KRA Review	Actual Achievement	Weightage	% Achievement

Tracking of project budget and inputs for VE	30	10	3%

KPI Name	Type	Target | Achieved	Achievement
Inputs for VE	PERCENTAGE	100 | 60	60
Lesser % variation in budget	PERCENTAGE	100 | 0	0

Self Rating : 4

Self Comments : Currently for the concept budget closure certain decisions were taken to get the budget within the set targets. I will be keeping a track on the same to make sure the DD budget remains very close/same.

GOAL/KRA Review	Actual Achievement	Weightage	% Achievement
Review and comply to lodha policy, byelaws and NBC	87	15	13%

KPI Name	Type	Target | Achieved	Achievement
Knowledge and understanding of policy/bylaws	PERCENTAGE	100 | 85	85
Regular updates on point. 1	PERCENTAGE	100 | 85	85
Correct implimentation in project	PERCENTAGE	100 | 90	90

Self Rating : 5

Self Comments : I make sure to review all the policies thoroughly , also frequent discussions with the Liaison team help to give a cohesive feedback to the design stakeholders so as to get the project running smoothly.

GOAL/KRA Review	Actual Achievement	Weightage	% Achievement
Project data and DDS management	87	10	8.7%

KPI Name	Type	Target | Achieved	Achievement
Correctness of data	PERCENTAGE	100 | 85	85
Easy availability of data	PERCENTAGE	100 | 90	90
System and process oriantation	PERCENTAGE	100 | 85	85

Self Rating : 5

Self Comments : Have evolved as a good time keeper over a period of years knowing how the Lodha system works. Hence I keep no room for any complains regarding timeliness of the deliverables.

GOAL/KRA Review	Actual Achievement	Weightage	% Achievement
Design cordination for quality of drawings with timely delivery as per DDS	85	25	21.2%

KPI Name	Type	Target | Achieved	Achievement
Correctness and quality of drawings issued to site	PERCENTAGE	100 | 85	85
Timelines adherance	PERCENTAGE	100 | 85	85

Self Rating : 5

Self Comments : I make sure that I share all the details of our policy guidelines, expectations of the quality norms & also the premise of our requirement with our Design Consultants such that the Design output is as per the Architect's wish but also meets our standards. The deliverable is generally managed by weekly meetings at HO or in case of tight timelines I also conduct meetings at the Design Consultant's office (KAPL) to ensure that co-ordinated dwg is released to the site on time.

GOAL/KRA Review	Actual Achievement	Weightage	% Achievement
Cordination with external consultants and collabration with internal stake holders	78	25	19.4%

KPI Name	Type	Target | Achieved	Achievement
Feedback from internal and external stakeholders	PERCENTAGE	100 | 95	95
Number of initiative taken	PERCENTAGE	100 | 60	60

Self Rating : 5

Self Comments : I make sure that I share all the details of our policy guidelines, expectations of the quality norms & also the premise of our requirement with our Design Consultants such that the Design output is as per the Architect's wish but also meets our standards. The deliverable is generally managed by weekly meetings at HO or in case of tight timelines I also conduct meetings at the Design Consultant's office (KAPL) to ensure that co-ordinated dwg is released to the site on time.

Multi Dimensional Feedback

Question	Description
Please provide Rating on overall performance for FY23.	NA

Self Rating : 5

Self Comments : Evolved over the years as a design team member over last 10 years & changing my vertical to broaden my horizon has certainly helped me in managing this new project effectively. Given a good free hand by Sushant I am able to handle the new leadership role in a new vertical very impactfully.

Question	Description
	Strategic Thinking & Foresight - Being able to develop strategic, forward-looking plans. Ability to factor in the needs of every part of an organization. Understanding the organization as a whole & alignment to larger objectives to implement initiatives & drive results. Leading Change through People - Ability to develop & implement an organizational vision & to incorporate that vision into the organization’s core values. Adaptable to change themselves & take people along with a reassuring calm & poise. High on emotional intelligence, care, keeping people

Please share qualitative inputs / feedback on overall performance based on Lodha Leadership Competencies.	happy & grooming /developing leaders from within one's team. Decision Making & Result Orientation - Taking accountability, making timely - effective - value-based decisions, driving effective closure to activities / projects & producing exceptional results. Ability to handle ambiguity & take frequently changing decisions in their stride. Customer Focussed Leadership - Operating with a 'customer first' approach at all times. Establishing & driving an approach that is centered on the complete customer experience for both external & internal customers & engagement that leads to overall customer satisfaction & loyalty. Building Coalitions & Collaboration - Employing interpersonal skills, partnering & operating in an open, collaborative environment that does not encourage working in silos but focuses on organization's success as a whole. Ability to develop a relationship of trust with other functions. Innovation & Digital Mind-set - Ability to generate ideas that create value & improve processes, from finding a new technology to finding a faster route to work. The general ability to use digital technologies & to adapt to the changing digital landscape with excellent operational & creative skills. Lateral thinking & fostering a work environment that encourages creative thinking is key.

Self Rating : Evolved over the years as a design team member over last 10 years & changing my vertical to broaden my horizon has certainly helped me in managing this new project effectively. Given a good free hand by Sushant I am able to handle the new leadership role in a new vertical very impactfully.

OTHERS Comments 1 : Gauri is a flexible in her approach and is adaptable to changes. Keep all the stakeholders informed about the changes that takes place during course of design, which helps align all other functions to take necessary steps. Very good interpersonal skills and developed trustworthy relations. Takes accountability of the decisions and ensures effective closure of the task.

OTHERS Comments 2 : Competent and creative in Design. Hands on with design and coordination. Collaborative. Anchors the projects very well. Good in Decision Making & Result Orientation.

Learning & Development Requirements

Program Name	Description	Proficiency Level
Assertiveness Skills for Managers | How to Grow in Assertiveness Mastering Assertive Communications	In this module you will learn, how to grow in assertiveness mastering assertive communication	NA
Leadership Communication	Leadership Communication	NA

Feedback Questions

Question
Areas of Strength

Self Response : I believe in team work. Communication in terms of keeping people aware of issues & taking preventive measures to avoid confusions. I involve all the stakeholders in the meeting so that they get a feeling of being included in decision making & take good ownership. Documenting all the meeting decisions & keeping records

Question
Areas of Improvement

Self Response : Need to work on taking being level headed.