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LODHA
BUILDING A BETTER LIFE

Mid Year Performance Review FY 2022-23 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	0	15	0%

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

Self Rating : 4

Self Comments : I keep discussions with the site team on weekly basis, to make sure that even after the dwg deliverable there can be unprecedented site specific issues which need to be resolved.

GOAL/KRA Review	Actual Achievement	Weightage	% Achievement
Tracking of project budget and inputs for VE	0	10	0%

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

Self Rating : 4

Self Comments : Most of the cost related issues we make sure are identified & tackled at the concept stage itself. But need to keep an eye on the dwgs at every stage (concept, DD,VFC)so that if any deviation in the details leading to cost increase are sorted with the consultants & closed.

GOAL/KRA Review	Actual Achievement	Weightage	% Achievement
Review and comply to lodha policy, byelaws and NBC	0	15	0%

KPI Name	Type	Target | Achieved	Achievement
Knowledge and understanding of policy/bylaws	PERCENTAGE	100 | 0	0
Regular updates on point. 1	PERCENTAGE	100 | 0	0
Correct implimentation in project	PERCENTAGE	100 | 0	0

Self Rating : 4

Self Comments : I always make sure that all my design feedback goes to the Consultants after coordinating with our Liaison team by understanding the rules & discussing how certain important design aspects can be still be retained. I also go through our design policies & make sure the guidelines are understood by the consultants at the concept stage by conducting Design Co-ordination meetings.The drawings are also reviewed continuously during co-ordination stage to check if there is any major variation/deviation. The process of continuous review with the Liaison team , study of the guide lines set by our organization & regular discussions with the Design Consultants (Arch,MEP,Struc) help me deliver the design as intended by the Consultant but also complies to various other stake holders.

GOAL/KRA Review	Actual Achievement	Weightage	% Achievement
Project data and DDS management	0	10	0%

KPI Name	Type	Target | Achieved	Achievement
Correctness of data	PERCENTAGE	100 | 0	0
Easy availability of data	PERCENTAGE	100 | 0	0
System and process oriantation	PERCENTAGE	100 | 0	0

Self Rating : 4

Self Comments : I feel if we know our requirements well then the task of conveying it to the stakeholders for getting our deliverable is simpler. Also once the requirements are clear then aligning the deliverable with the consultants for dwg delivery based on the milestone requirements is what I concentrate on & accordingly make a schedule aligning with both internal & external stakeholders & continuously monitor it to avoid any delays.

GOAL/KRA Review	Actual Achievement	Weightage	% Achievement
Design cordination for quality of drawings with timely delivery as per DDS	0	25	0%

KPI Name	Type	Target | Achieved	Achievement
Correctness and quality of drawings issued to site	PERCENTAGE	100 | 0	0
Timelines adherance	PERCENTAGE	100 | 0	0

Self Rating : 4

Self Comments : Every dwg is reviewed in detail to make sure that the correct & quality dwg is issued at site. Continuous monitoring of the dates decided with the consultants helps timely delivery.

GOAL/KRA Review	Actual Achievement	Weightage	% Achievement
Cordination with external consultants and collabration with internal stake holders	0	25	0%

KPI Name	Type	Target | Achieved	Achievement
Feedback from internal and external stakeholders	PERCENTAGE	100 | 0	0
Number of initiative taken	PERCENTAGE	100 | 0	0

Self Rating : 4

Self Comments : I go through all the necessary policies & procedures required for completing a particular project eg. The Liaison cor-ordination,inputs to DCO team, design co-ordination agendas for weekly meetings, preparing the MOM's, reviewing the dwgs for their correctness & their adherence to policies & procedures as per company norms. I discuss the areas of concern with my manager so that he can guide me in the right direction.

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

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. Documenting all the meeting decisions & keeping records

Question
Areas of Improvement

Self Response : Need to have better negotiation skills.