**Achievements**

**List down your Significant Contribution(Achievement) for Assessment Year 2016-2017**

1. Successfully conducted 2 research trials of Maize and Paddy in Punjab and Haryana at appropriate geography and as per recommended practice and submitted data and selection in Paddy.

2. Identified Paddy hybrid 14884 in Sava 127 Segment and tested at 10 locations and generated check harvest data from 7 locations for evaluation and also developed confidence in sales team for this hybrid

3. Successful performance of newly launched hybrids Hot pepper Unnati (60-13), Bitter gourd Sunny (72001) and Pumpkin P-4 which is also reflecting in sales quantity.

4. Successful trialing in Dist. Firozpur of Punjab & identified Hybrid in Veer ji segment in an area where we had not any presence in past and now have 5 dedicated farmers for new hot pepper product testing for future and planted 3 location of almost 1 Acre each of new hybrid Unnati so as to have a better foot hold that potential market by facilitating them our Raipur farm visit on their own expense.

5. Developed good coordination with all sales team members to ensure desired support to PD staff present in different locations by proper planning of trials and informing them that what help we expect from them and when.

**KRA**

**List the KRA/ Goals set for the given assessment year. Score the performance against each objective.**

**1.Trial Success rate RSTs, CTs OFDs 1.Success of PD trials 2.Design Protocols 3.Monitor and evaluate PD trials, Crop tours 4.Data accuracy and Analysis, Product recommendation**

Develop a process to ensure planting on preselected plots. Following the SOPs for village, farmer and field selection 2.Design planting and Harvest protocols, make available the field book 3.Visit to evaluate and Monitor process 100 of the RSTs and ensure OFD protocols compliance, ensure crop tours are done in key segments coordinating with research 4.Ensure timely accurate data, analyse and recommend the right product to advance based on the market need and product stability

**Done for RST and selected OFD and CT only**

**1.Develop a process to ensure planting on preselected plots:**

Planted Maize RST and Paddy RST and research trials in pre selected plots also directed and helped Ashish to plant Tomato, Hot pepper, Bajra and Mustard trials on pre selected plots and he has done the same.

**Following the SOPs for village, farmer and field selection:**

Followed as per directed

**2. Design planting and Harvest protocols, make available the field book:**

Field book made available to Amit & Naresh but not to Ashish, Planting and harvest done as per guideline

**3. Visit to evaluate and Monitor process 100 of the RSTs and ensure OFD protocols compliance, ensure crop tours are done in key segments coordinating with research:**

Ensured 100% success of RST and research trials, organized Crop tour of Research team timely on Paddy RST, Maize RST, Bajra RST, Research trials and Mustard RST

**RST:**

**Maize 2 RST Spring :** Successfully conducted both RST and Selected 4 hybrids 35336 for OFD and 33051,33053,Y-3087 in CT and submitted data

**Miaze 1 Reserch trial:** Successfully planted and taken care appropriately and helped in selfing, harvesting, grain drying and sending to there location

**Maize CT Silage:** 8 CT PD trials out of which 7 planted, Submitted yield data of 2 locations and farmer comment of other 2 locations, 3 locations got damaged due to poor seed quality and no chemical treatment.

**Maize Silage OFD:** 15 PD OFD**,** Submitted yield data of 2 location and farmer comment of other 13 locations

**Maize OFD:** 8 PD OFD of 33062, 33051 was not available so as per the results from Maize RST selected 33062 and tested in Himanchal a total of 8 OFD were send which were planted at 3 locations due to delayed availability of seed and submitted yield data of 1 location and farmer observation of remaining

**Paddy 2 RST Kharif:** Successfully conducted both RST and Selected 4 hybrids 15126-3, 15232, 15144-3, 14867. And submitted data

**Paddy CT:** 1 successful Paddy CT of 4 hybrids with their 2 checks in 1 Acre plot and harvest data from 2 points in same field for better conclusion of results and yield variation in same field

**Paddy Research trials:** conducted HY 2-1 with 20 entry’s in 2 replication and HY3-2 with 30 entry in 2 replication and provided all data requested along with list of selected hybrids and there segment.

**Paddy OFD:** Tested 10 hybrids 15034,15037,12686,13757,14883,14867,14766,15226,15126,15144 against prescribed checks, Submitted all prescribed data along with conclusion, USP and target segment and geography.

 **Total 34 locations with 51 data points**

 15034: 2 locations 4 Data point

 15037: 3 locations 5 data point

 12686: 5 locations 8 data point

 13757: 6 locations 8 data point

 14883: 7 locations 11 data point

 14867: 1 locations 2 data point

 14766: 4 locations 6 data point

 15226: 4 locations 5 data point

 15144: 1 locations 1 data point

 15126: 1 locations 1 data point

**Bottle gourd CT 2 Nos., Bottle gourd OFD 3 Nos.**  :

No data recovered as trials got damaged due to late rains and water logging as June was not appropriate time of planting

**Tomato OFD: 2309:** 10 PD OFD Submitted data, Observation and farmer comments of 10 locations

**Hot pepper OFD**: tested 9 hybrids in OFD in CT Pattern at 5 locations

 807-12 : 10 PD trials: Successful at 9 locations and data submitted

 751-14, 752-14, 780-14,788-14 344-14, 1623-14, 1675-14, 357-14 all at 5 locations and data submitted

Arrange team visit on Hot pepper trials at Firozpur at appropriate stage

**Okra OFD:** 4 hybrids, planted in CT pattern at 3 locations in Haryana and 2 location in Punjab and 2 as OFD and not selected any hybrid and submitted report

**Pumpkin OFD:** 16-14 3 PD trials Submitted report of 3 locations

**Sponge gourd:** 103 8 PD trials, Submitted report of 8 locations

**Bitter Gourd:** 72034 & 72038 8 each PD: 8 PD trials, Submitted report of 8 locations

**Cucumber:** 10-16, 21-16, 25-16 10 each PD: conducted 10 trials and submitted yield data of 2 locations and farmer comments and other observations of remaining locations.

**Muskmelon:** VNR-20, 10 PD trials, planted only 6 and taken visual observations only and submitted report as tested to check adaptability as this is not preferred segment of Punjab

**Cow pea:** 3 PD trials tested at 3 location and submitted report

**Radish:** 3 PD trials tested at 3 location and submitted report

2.People Management Training 1.Efficient team management 2.Adopt best practices in PD trials 3.PD training and reporting efficiency 4.Sales Support

**A.** Efficient team management: Tried to manage team effectively

**B**. Adopt best practices in PD trials:

* In row crop RST (Paddy Maize & Silage CT) used marked chains and ropes for maintaining proper R-R & P-P distance
* Planting of RST trials on pre selected plots to ensure 100% success
* Planting of 2 seeds per hill and rouging one at appropriate time to ensure proper plant stand
* Ensured Pesticides application timely to avoid any pest damage to RST trials

**C.** 3.PD training and reporting efficiency: tried best to report when visited the trials but require improvement

D.Sales Support: Ensured full support to sales team whether related to performance issue of information related to crops and newely released hybrids regarding their proper planting time, USP, Cautions to be taken, and agronomic and plant protection needs.

3. Strategic Collaborative role 1.Success of New products 2.Product Positioning and Marketing support 3.Market mapping and product profiling 4.Farmer panel for evaluation 5.PD new interventions 6.Coordination with Research

**A.** Success of New products: **Unnati, Sunny, Sahiba, P-4 performed well**

Facilitate successful launches of new products by planning effective OFDs by the sales team, show casing these new products to the distributors too, evolve product specific Agronomy practices to differentiate as needed: done for Unnati, Sunny, Sahiba, P-4

**B.** Product Positioning and Marketing support: **provided sales team information regarding positioning of new hybrids and there USP**

Arriving at the USPs , Product positioning, suggesting targetted markets, suggesting lifecycle management of each segment, generating high resolution pics of new hybrids

**C.** Market mapping and product profiling: **Market mapping done for few crops and pending for some crops,**

Market Mapping to identify newer, future markets, tracking the performance of competitor new products, Product profiling

**D.** Farmer panel for evaluation: Made a visit of 5 farmers to our RST in paddy and Silage Will make a proper panel for Silage,Paddy and Maize in coming season

**E.** PD new interventions: Facilitated farmer visit of 5 key farmer from Firozpur to Raipur farm for getting experience of modern cultivation practices, **Helped 1 farmer to grow nursery in tray and go for off season production in Firozpur in Punjab with the help of Mr.KD Rawat, Started testing of Silage and selected hybrids to test in this segment in 2 seasons i.e Spring & Kharif**

**F.** Coordination with Research: Coordinated with research team, planned & organized crop tours at key crop stages

4.Training Testing 1.Efficient University testing and government Liasioning 2.Ensure Training the Sales team :

Provided 1 crop training of vegetable and Row crop to Haryana & Punjab sales team before season and done University testing and Liasioning as per required

5.New Product Launches 1.Suggest USPs 2.Pictures source 3.Market intelligence

Helped in new product launch, Suggested USP of all advanced hybrids along with good quality pictures and market intelligence

6. Safety: Followed all safety related precautions and ensured the team members should also strictly follow them

7. Integrity: Maintained integrity in Data integrity 2.Expenses, temp staff claims and Compensations integrity.

**Form B Skills**

**Rate your Competency level for current role as listed below. Self rating shall be in % against the 100% target Score. Score = rating/target\*Weightage**

1. **STRATEGIC THINKING AND SCENARIO- BUILDING:** EXPLORE and UNDERSTAND trends, opportunities and risks that could affect services, programmes, functional areas or jobs;FORECAST and INTEGRATE different views;DESIGN alternative scenarios and business models.

Explore and understand market trends predicted change that may occur,

1. **ANALYSIS,PROBLEM SOLVING AND DECISION MAKING:** COMPREHEND and DISTILL issues; IDENTIFY problem factors; DETERMINE appropriate information;CHECK assumptions against facts;GENERATE creative solutions;TAKE care of macro and long-term consequences of decisions.

Done when and where required

1. **PLANNING AND ORGANIZING:** DESIGN comprehensive and realistic plans using strategic goals; ACT on future needs and TAKE advantage of opportunities; plan them in a timely manner.

Done when and where required

1. **CHANGE MANAGEMENT**: IDENTIFY change in business / Market environment. To show adaptibility & flexibility to change strategies and planning to deal with change based upon the feedback from market or team member.

Showed adaptability and flexibility as per the need of time and work and always accepted changes which are beneficial and help in better result achievement and get adapted for effective and successful change management.

1. **TEAM LEADERSHIP:** BUILD effective teams recognizing individual, contributions, cultural factors and organizational context; MOTIVATE self and team members for results; INSTILL team agenda before personal/individual interest; ENCOURAGE dialogue and ACT in accordance with team inputs

Always tried to motivate team, provided hand holding to each team member to perform best of his ability, always led team by setting examples, appreciated team members effort to motivate and also given critical remarks regarding improvement required for improving performance in future

1. MEDIATION AND NEGOTIATION: Skill required to handle the target setting work allocation, problem solving & driving the team members performance . Handling negotiations of business targets with dealers.

Done when and where required

1. MENTORING AND COACHING: SHARE wisdom and professional expertise with others;ASSESS accurately individual strengths and developmental needs; FACILITATE individual learning; GUIDE and SUPPORT on performance, career or succession trends.

Shared success and failures with team so they can learn from experience, Facilitated individual learning by coaching them while at crop visit for their better understanding, guided and provided all support to team member so as to improve his performance