



## Goals and Objectives for the year 2024-25

<b>Employee Name</b>	Mr. Akhil S (55049284)		
<b>Employee Job Role</b>	Product Manager	<b>Location</b>	Bangalore
<b>L1 Manager's Name</b>	Mr. Sai Krishna J	<b>Functional Manager's Name</b>	Not assigned
<b>HRBP Name</b>	Ms. Kavya Chaturvedi	<b>HR Head Name</b>	Mr. Akhand Kumar
<b>Current Status</b>	Completed		

### Objectives and Key Results:

Sr. No	Objectives	Key Result	Measure
1	Value creation for Reliance Business verticals	Implement AI features in at least 4 existing products Increase user satisfaction scores for AI-enhanced products by 15% Reduce manual processes in target products by 30% through AI automation"	Number of products with added AI features CSAT(before and after AI implementation) Time saved /processes automated through AI integration Usage rates of AI features (daily/weekly/monthly active users)"
2	Ideate, prototype and launch innovative AI products	Ideate and prototype 5 new AI product concepts Successfully launch 2 new AI-driven products Achieve 50,000 users for new AI products within 6 months of launch"	Number of prototypes developed Number of new products launched User acquisition and retention rates for new products Revenue generated from new AI product"
3	Understand and keep up-to-date on developments of AI initiatives	Publish State of AI reports monthly to stay on top of AI updates Run competitive analyses of AI products per industry for 7 industries Establish 2 strategic partnerships with AI research institutions or startups"	Reports published that met deadline (3rd of month) Number of industries and competitors analysed Number of actionable insights generated from analysis"
4	Release high quality products	Release products with no bugs within the estimated time Achieve 95% or higher CSAT rating for AI features Increase overall AI feature usage by 40% across all products"	percentage difference from planned date to released date CSAT score (NPS) for AI features Usage rates of AI features (daily/weekly/monthly active users)"
5	Improve understanding and knowledge of AI technology, AI products and Ethics	Complete 3 advanced AI courses or certifications within the year Read 1 book per month related to AI Conduct 3 Learning Tuesdays for Reliance AI team"	Number of courses completed and grades achieved in each course Number of AI-relevant books read Number of Learning Tuesday sessions conducted"
6	Drive Strategic AI Innovation and Business Impact for Reliance Media Initiatives	Develop and deliver PoCs and prototypes such as AI censor and Xtras for JioTV plus, News aggregation and recommendation platform for JioNews using AI tools for media initiatives and fast track their deployment to production	-Time saved / processes automated through AI integration - Usage rates of AI features daily/weekly/monthly active users - CSAT score for AI features before and after integration
7	Enhance Project Prioritisation and Financial Decision-Making for Media AI Initiatives through Revenue and Cost Estimations	-Conduct detailed revenue and cost estimations for all key media AI projects - Develop a prioritisation framework based on financial projections and ROI analysis. - Achieve less than 10 percent variance between estimated and actual revenue	- Number of media initiatives with completed financial analysis. - Variance percentage between estimated and actual revenues. - Adoption rate of recommended projects in strategic decision-making.
8	Accelerate AI Model Adoption and Performance Through Quick Model Usage and Benchmarking pod	- Collaborate with the quick model usage and benchmarking pod to evaluate at least 5 AI/ML solutions for business feasibility. - Communicate business requirements and identify at least 3 new use cases for advanced AI models	- Number of potential AI/ML solutions evaluated - Number of new business use cases identified - Percentage improvement in model performance over baseline - Adoption rate of benchmarking recommendations across various media initiatives

## Support Required

Sr. No	Development Needs	Manager Remarks	Support/ Issue
1	Improve understanding and knowledge of AI technology, AI products and Ethics	Let us create a learning plan with milestones	
2	Delve deeper into the workings of AI models to enhance design and development of AI products	Let us create a learning plan with milestones	
3	Strengthen cross-functional collaboration and leadership for AI initiatives	Let us create a learning plan with milestones	
4	Build advanced knowledge of data privacy, security, and compliance for AI solutions	Let us create a learning plan with milestones	
5	Strengthen AI product strategy and monetisation approaches to maximise ROI	Let us create a learning plan with milestones	

## YEAR-END FEEDBACK

### L1 Manager Remarks

#### What Went Well

Akhil is a deep thinker and problem solver. He puts in a lot of thought and care behind his work and pulls all stakeholders forward. The various stakeholders he works with always have glowing feedback.

#### What can be done better

Should accelerate learning on the AI stack to be more well rounded in conceptualising solutions and products.

### Employee Remarks

#### What Went Well

Innovation and Prototyping: I successfully delivered multiple AI PoCs (e.g., AI sensor prototypes, recommendation and search features) that received positive internal feedback, demonstrating the potential impact of cutting-edge AI solutions.

Cross-Functional Collaboration: Collaborating with various teams (Product, Engineering, Business) improved alignment on AI initiatives and facilitated quicker decision-making.

Financial and Strategic Analysis: Conducted comprehensive revenue and cost estimations for media AI projects, enabling data-driven prioritisation and resource allocation.

Learning and Adaptability: Even though some projects were paused mid-development due to shifting priorities, the insights gained helped me refine best practices and identify areas for future improvement. The partial progress made will be a strong foundation whenever these initiatives are resumed.

#### What can be done better

Early Stakeholder Alignment: Strengthening early-stage alignment with senior leadership and key stakeholders can help secure the necessary resources and minimise the likelihood of mid-project pauses.

Structured Feedback Loops: Establishing more frequent checkpoints and user feedback sessions can help identify risks sooner, ensuring smoother pivots if business priorities change.

Documentation and Knowledge Sharing: While collaboration was strong, maintaining more detailed documentation#especially on paused projects#will ensure lessons learned can be quickly leveraged in future initiatives.

Proactive Risk Mitigation: Building contingency plans and clearly defining success metrics from the outset can help preserve momentum and guide better decision-making when market or strategic shifts occur.

Normalized Rating	A*
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