

| <b>Personal Goals:</b><br><b>QCSM – catalogue examples</b>  | Assignment of catalog examples to the respective employee´s groups |   |   |
|---|--|---|---|
|   | Technical tasks without leadership function                        | Sales tasks without leadership function | Technical or sales tasks with leadership function |
| <b>Quality</b>  |  |   |   |
| Ensure quality of project, result and work  | +  | +                                       | +   |
| Increase process reliability in the project   | +  | +                                       | +   |
| Collaborate, reduce additional work and rework  | +  | +                                       | +   |
| Measures to initiate quality improvement  | +  | +                                       | +   |
| Reduce project risks  | +  | +                                       | +   |
| Error detection and avoidance   | +  | +                                       | +   |
| Troubleshooting   | +  | +                                       | +   |
| Implement projects according to specifications  | +  | +                                       | +   |
| Measure and initiate quality improvement  | +  | +                                       | +   |
| Develop and implement Lessons Learned Points  | +  | +                                       | +   |
| Ensure the required work results at the agreed cost and time  | +  | +                                       | +   |
| Consider tasks of general boundary conditions   | +  | +                                       | +   |
| Be compliant with the order and maintain cleanliness in the workplace                                       | +  | +                                       | +   |
| Apply professionally the necessary working methods and tools  | +  | +                                       | +   |
| <b>Costs</b>  |  |   |   |
| Avoid extra work and reworking effort   | +  | +                                       | +   |
| Collaborate and reduce additional costs through use of efficient development methods                        | +  | +                                       | +   |
| Improve work processes; reduce waste in the workflow  | +  | +                                       | +   |
| Optimize and improve development of processes, reduce waste in the workflow                                 | +  |   | +   |
| Efficiently apply (plan) design   | +  | +                                       | +   |
| Ensure resource balancing   | +  | +                                       | +   |
| Improve development tools   | +  |   | +   |
| Be responsible in use of resources  | +  | +                                       | +   |
| Avoid unnecessary work, focus on demand-oriented resource planning  | +  | +                                       | +   |
| <b>Delivery service</b>   |  |   |   |
| Process projects and deliver development results on-time  | +  | +                                       | +   |
| Improve of customer / supplier relationships (external and/or internal )                                    | +  | +                                       | +   |
| Delivery parts on-time (e.g. components, modules) / control development results, material, parts and orders | +  |   | +   |
| Reduce transport costs  | +  | +                                       | +   |
| Collaborate in the standardization of development processes   | +  |   | +   |
| Cooperate in creation of customers proper documentation and presentation                                    | +  | +                                       | +   |
| Ensure efficient reporting and information flow   | +  | +                                       | +   |
| <b>Driving Motivation</b>   |  |   |   |
| Improve working conditions and workplace design   | +  | +                                       | +   |
| Timely and content-correct provision of project, task and / or process descriptions                         | +  | +                                       | +   |
| Comply with content of the work instruction and safety regulations  | +  | +                                       | +   |
| Demonstrate willingness to use flexibility, in the context of operational and personal opportunities        | +  | +                                       | +   |
| Comply with defined development processes   | +  |   | +   |
| Cooperate in the implementation / improvement of higher goals   | +  | +                                       | +   |
| Willingness to use flexibility, in the context of operational and personal opportunities                    | +  | +                                       | +   |
| Participate in technical or interdisciplinary qualification measures  | +  | +                                       | +   |
| Support qualification of employees (technical / interdisciplinary)  |  |   | +   |
| Control efficiently personnel deployment  |  |   | +   |