

2021 Goal Plan for Navdeep Singh

(Min:1)

Business

Goal Title	Start Date	End Date
2021 Team goal (Business Goal)	11/01/2020	10/31/2021
Goal Description: PDP Module Tools Scrum Team Being a member of PDP Module Tools Scrum Team and Networking Team, I will work to ensure success for the team and for the stakeholders by doing the following: <ul style="list-style-type: none">• Take ownership and be accountable for the stories that I agree to during Sprint planning.• Attain an average of at least 90% Say/Do Ratio over the fiscal year. This metric is based on what is planned as "Will Have" during PSI planning based on Stakeholder Input.• Develop healthy relationships with stakeholders and collaborators.• Ensure responsiveness and accuracy for both ISG-ES and stakeholder-initiated communications to strengthen the business relationship.• Develop an understanding of the use cases for the tools in order to develop and provide the best solutions.• Attend and actively participate in scrum team meetings and ceremonies which may include Standup Meetings, PSI and Sprint Planning Meetings, and Demonstrations. Workflow Team <ul style="list-style-type: none">• I will have an opportunity to work on "golden" project that is as up to date as the OS capabilities of the diagnostic, networking, and programming functions at that time. In future this can be a CI build set up and automated testing. Our project should be a reference of good practices for platform teams.• I will support the team to provide a "self-service" for workflow integration topics, development of Automation Tools and resolving common issues. This will be in accordance with the overall workflow support process. Metric:		

We RUN with Operational Excellence	11/01/2020	10/31/2021
Goal Description:		

On-time delivery of Software solutions with exceptional quality

- Develop tools and workflows within the defined deadlines with proper testing and validation
- Use up to date guidelines and coding practices to deliver solutions aligned to the market and best in quality and performance.

Drive operational efficiency with increased productivity to provide scalable & modular software solutions

- Work with Enterprise Software Teams to align the software development application development with Deere's Software guidelines
- Software development keeping in mind the Reuse Strategy so as to leverage the software across different applications

Metric:

- Track the program/project delivery milestones and dashboard on monthly/PSI basis with stake holders
- Stakeholder Feedback Metrics: [Similar to NPI]

Build Collaborative Relationships with Key Business Stakeholders by developing new capabilities and breakthrough innovations

11/01/2020 10/31/2021

Goal Description:

Strengthen and Expand Stakeholders' relationships through delightful experience for support in Automation and creation of Embedded32 Workflows

Automation will improve business value and relationships throughout FY 21 by

- Contribute significantly towards providing Automation tools for transition from AUTOSAR to EMB32 OS.

Forge the cutting edge through differentiated technology and innovation to our business stakeholders that revolutionizes the industry and wins the aftermarket

Generate Business impacting IPs

- Contribute to innovation events like Hackathons, Theme Based Innovation Event, and Skirmish of Innovation.
- Contribute to technical papers in internal or external conferences.
- File at least one invention disclosure and work towards converting it to Patent / trade secret etc.

Develop best in class foundational and advanced capabilities in alignment with Enterprise needs

- Work on POCs and new project engagements with other Deere Units by Q2 in the areas where there is an opportunity for Automation so as to limit the manual work and hence improves efficiency and quality.
- Identify and execute at least one POC for these advanced emerging technologies in FY 21
- Develop understanding of new technologies like Artificial Intelligence and Machine Learning and will try to collaborate with teams working on this technology to assist and build my competency to support John Deere's ongoing projects.

Metric:

- Tracking of IDs, EVP, EAP, Patents & Trade secrets ideas on Quarterly basis.
- At least 1 Enterprise solutions as value addition in the form of efficiency improvements in workflow and tools in the Automation area.
- 10% increase in responsibilities by collaborating with multiple platforms at Mexico & Pune. .
- 20% improvement in Competency Assessment.

Deep understanding of Deere business to unlock customer value

11/01/2020 10/31/2021

Goal Description:

Develop deep understanding of production systems and lifecycle solutions

- Explore at least one production system course pertaining to any product line, thereby developing deeper understanding and identifying opportunities for innovation and ID's

Full understanding of systems of systems such as farmsight, worksight, among others

- Develop understanding of at least one Ag or C&F systems of system solution.

Metric:

- Learns at least 1 Production system
Domain knowledge sharing session intra/inter team
- Present and document understanding of product offerings with respect to the market needs for the product line/stakeholders
- Identify at least one customer/dealer problem statement and develop an innovative solution to address the problem

People

Goal Title

Start Date

End Date

Activate our Higher Purpose Within My Role

11/01/2020 10/31/2021

Goal Description:

I will familiarize myself with the Higher Purpose of John Deere and take actions to activate it within my own role. Some of these actions might be to actively engage in workshops hosted by my manager, to seek a personal connection to the Purpose, and make this an ongoing conversation with my manager.

Metric:

One Global Group

11/01/2020 10/31/2021

Goal Description:

Cultural understanding of ETEC Teams across the globe, and how our locations are linked to John Deere

- I will give my 100% to assimilate culture of Mexico cultures through weekly meetings and by engaging in activities conducted in Mexico.
- I will grab all opportunities where there is a chance for sharing my knowledge and skills with the teams situated in Mexico and India.
- I will find travel opportunities whenever possible to learn and comprehend the culture at Mexico..

Metric:

World Class Engagement by Living the John Deere Culture

11/01/2020 10/31/2021

Goal Description:

Implement an integration strategy that will connect us together as one team

- I will be Professional in approach and interactions, Proactive in resolving issues, Creative in exploring efficient methods, Curious beyond stated problems, and Enthusiastic for new initiatives throughout FY 21
- I will complete time charging and compliance trainings on time.

Metric:

2021 Team Development(People Goal)

11/01/2020 10/31/2021

Goal Description:

In my role as a member of the two teams i.e. PDP Module Tools Scrum Team and Networking Team, I will support and enable the team members and tool adopters to be successful by doing the following:

- Look for opportunities to help the team members succeed by helping them complete their stories.
- Ensure responsiveness and accuracy for both ISG-ES and stakeholder-initiated communications to enable team members and tool adopters to complete their work effectively.
- Teach best practices and improve efficiency of using the tools when answering support requests. Don't just create quick fixes or workarounds but teach users the best practices.
- Attend and actively participate in team knowledge sharing meetings.

Metric:

--