

GPD 2021 - Goals w/o Overall Perf., 6 Perf. Criteria for Shilpa Narang

General Information

Last Name	Narang	First Name	Shilpa
Global ID	10666461	Local ID	30275942
Target Manager	Alexander Springer	Position	CL
Organizational Office	M/NET	Global Employee Subgroup	Associate
Local Grade	IN_RBEI_54		

Review Information

Created by	Thomas Huber (HUB4SI)
Review Period	01/01/2021 - 12/31/2021
Due Date	03/31/2022

Annual Planning - Meeting

Annual Planning - Meeting Date	03/02/2021
Annual Planning - Additional Participants	M/PJ-CVV Thomas Huber

Job Responsibility

Job Responsibility

Key Tasks / Milestones

[Click here for more information.](#) The form will not route if more than 10 Key Tasks / Milestones are entered.

EAV Goals (100.0%)

[Click here for more information.](#) The form will not route if more than 5 goals are entered.

Test Automation & AI for V&V	30.0% of total score
Drive Automation & AI topic end to end.	

Goal Details

Start Date	01/01/2021	Due Date	12/31/2021
Weight	30.0%		

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	Not able to achieve EAV 1.0
			Vision : 1.Roll out the maturity model for the Strategic Vision by Q3 with buy-in and agreements from element owners and experts. Maturity model is accepted by majority of divisions. 2. Add more solutions/tools of Automation in V&V Solution Landscape 3.Concrete scoping of Automated Test generation Interest Group. Driving the interest group with representatives from at least 4 divisions. Present the progress in MBoE. 4. Ensuring one work stream from Robotic Framework commence with tangible outcome (libraries) by Q4 5. Synergize with Top'98 project for V&V Use case. 6. Synergize with RBEI #FFF Automation project.
EAV Factor	1.0000	Description	
			1. Roll out the Maturity Model by Q2 with piloting in at least 2 projects. Commitment is there to apply it for Test Automation improvement programs. 2. Include Test Automation Solutions in Main solution/Tool catalogue. 3. Tangible Outcomes that support units in improving their test automation maturity. 4. Work stream result from Robot Framework to start achieving by Q3. 5. One of V&V Use cases gets selected for Top'98 project. 6. Be a part of #FFF - Automation team, create overview of Automation (V&V, RPA, Process, AI) solutions from RBEI.
EAV Factor	2.0000	Description	

Implementation of CoC 2.0 in RBEI

25.0% of total score

Close involvement of RBEI in CoC 2.0 pillars.
(RBEI will own. Shilpa will manage and track closely.)

Goal Details

Start Date	01/01/2021	Due Date	12/31/2021
Weight	25.0%		

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	Not able to achieve EAV 1.0
			1. Chart a plan to involve RBEI in CoC 2.0 with specific activities for RBEI 's contribution in CoC 2.0. 2. Ensure support from RBEI management for all the agreed activities. 3. Overview of the
EAV Factor	1.0000	Description	

available budget is to be presented time to time to CoC V&V.

1. RBEI's involvement in at least 3 pillars of CoC 2.0 2. Team is available to perform the defined activities and Budget is provided for the same. 3. Track all the activities to logical conclusion and provide regular status update to RBEI Management and M/PJ-CVV

EAV Factor 2.0000

Description

Contribution in CoC 2.0

30.0% of total score

Main contribution in CoC 2.0 activities

Goal Details

Start Date 01/01/2021

Due Date

12/31/2021

Weight 30.0%

Other Details

EAV Factor for Goal Achievement

EAV Factor 0.0000

Description

Not able to achieve EAV1.0

EAV Factor 1.0000

Description

1. Scaling : Scaling up within RBEI and involve PE-VVS and experts in Strategic topics. 2. Solution Enabler : A). Bring right team, budget, manage team and deliverables from RBEI for STAF, Live Data Dashboard. B). Drive Defect prediction work package and ensuring timely milestone deliverables. C) Support Live data dashboard in conceptualization & implementation 3. Culture change: A) Reaching to grassroots level by various means like DAN and involve in the defined activities. B) Support Automation Initiatives from RBEI and bring synergies with other regions.

EAV Factor 2.0000

Description

1. Scaling : Include Regions - VH, MX in various initiatives and on-going activities. 2. Solution Enabler : A). Bringing right team, budget, manage roadmap, milestones from RBEI for STAF, Live Data dashboard. B) Including division's wishes(top prioritized) for AI in Defect prediction or start as separate topic. defect Prediction to be piloted in at least one real project from any of the DE division. C) Core member of Live Data Dashboard. 3. Culture Change: A) Driving the initiative

of Testing Culture in DAN network. B)
Core member of #FFF Automation
project and drive the cultural change of
"Reusability"

CoC V&V Think Big Topics

15.0% of total score

Involvement in Think Big Topics

Goal Details

Start Date	01/01/2021	Due Date	12/31/2021
Weight	15.0%		

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	Not able to achieve EAV1.0
EAV Factor	1.0000	Description	1. PE-VVS Education program : PE-VVS should continue without major hindrance. Regular Interaction with participants and Education Manager to check the status and progress of Program. Get feedback from participants about the training and practice programs. 2. Global Workshop 2020 : Track deep dive topics as per the action plan defined. Have regular meetings with Topic owners and ensure the completion of (at least 1) target.
EAV Factor	2.0000	Description	1. PE-VVS Education program : Plan 2nd batch in RBEI or its region and involve C/TEE and HR teams accordingly. Chart the roadmap of the PE-VVS 2nd batch and act on the activities as per the agreement from the Management. 2. Global Workshop : A) 2020 : Ensure the completion of more than 1 target. Bring the achievements in MBoE and in management group. B) 2021 : Core member of @GW2021, Plan, Conceptualize, Schedule the workshop with Team.

RBEI Element & Work package Owners

10.0% of total score

Strengthening of the element and work package owners at RBEI

Goal Details

Start Date	01/01/2021	Due Date	12/31/2021
Weight	10.0%		

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	Not able to achieve EAV1.0
EAV Factor	1.0000	Description	1. Ensure experience exchange meetings for the element and work package owners (at RBEI) are organized well in advance with several f2f meetings. 2. Assess the problems and identify the root cause. Guide owners to define the measures and help them implementing it. 3. Work with owners to strategize the topics and help them to connect to related stakeholders with required presentations.
EAV Factor	2.0000	Description	1. Improvements from gap analysis are in place and all elements & WPs are on good track. 2. Multiple divisions are involved and are in agreement of the agenda and topics. 3. V&V expert - regional meet/workshop is planned f2f twice a year to exchange achievements, best practices & challenges. 4. Collect success stories and success factors for all elements (owners at RBEI)

Summary

	Weight
EAV Goals	100.0% of total score
Test Automation & AI for V&V	30.0%
Implementation of CoC 2.0 in RBEI	25.0%
Contribution in CoC 2.0	30.0%
CoC V&V Think Big Topics	15.0%
RBEI Element & Work package Owners	10.0%

Development Measures

[Click here for more information.](#) Quick link to check the effectiveness of the conducted training measures: [Link to Learning/CptM.](#)

CptM

Use the following link to open the Learning Plan and CptM-Curricula status of your selected associate: [Link to Learning/CptM](#)

☒ Confirm that you have conducted the CptM-Process for your associate and discussed the requirements (e.g. from CptM-Curricula, Top5-CptM and/or individual learning measures) with your associate.

Comments

