

GPD 2019 - 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	Thomas Huber	Position	CL
Organizational Office	M/PJ-CVV	Global Employee Subgroup	Associate
Local Grade	IN_RBEI_54		

Review Information

Created by	Tejomurthy Jogikalmath (TES2KOR)
Review Period	01/01/2019 - 12/16/2019
Due Date	12/18/2019

Annual Planning - Meeting

Annual Planning - Meeting Date	07/08/2019
Annual Planning - Additional Participants	Thomas Huber

Mid-Year Review (optional) - Meeting

Mid-Year Review (optional) - Meeting Date	
Mid-Year Review (optional) - Additional Participants	

Annual Review – Meeting

Annual Review - Meeting Date	02/13/2020
Annual Review - Additional Participants	Participants: Shilpa Narang and Thomas Huber Remark: first part of GPD took place on the 27.11.2019.

Job Responsibility

Job Responsibility	Senior Program manager for CoC V&V and CoC key account holder for RBEI.
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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

Start of the 3 elements in the house of V&V for test automation & AI for V&V
From EAV-Goals 2019

Manager Rating

1.8000

Goal Details

Start Date	01/01/2019	Due Date	12/31/2019
Weight	30.0%	Achieved EAV Factor	1.8000
Weighted EAV Factor	0.5400	Goal Achievement Degree	<p>1. Three elements for Test Automation & AI kick started with strategic vision and roadmap slides.</p> <ul style="list-style-type: none">- Mentoring the element owner on roadmap, processes- Involvement of element owners in other dependent elements for holistic view.- Individual connect with different GBs for support and contribution e.g CI, CM, BSH, CC.- 3 exchange rounds done in 2019 with average of 20 participants in each meeting. Package Leaders on processes, <p>2. 1 workpackage and 1 activity started with first deliverable in Dec.</p> <ul style="list-style-type: none">- 2 potential workpackages identified for 2020 other than the ones started in 2019- Multiple workshops with work package leaders, AI aspirants, Management for conceptualization of workpackages.- Alignment with Antonia to validate the technical concept for AI related WPs/activities.

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	<p>Less than 3 elements kick started. No or less involvement from CoC to coach and provide right guidance to Element owners. Element meetings didnt take place in 2019</p> <p>The 3 elements have been started succesfully. The scope and the working mode for the elements have been clearly defined. The meetings take place regularly. The participants are motivated, they benefit from the</p>
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EAV Factor	1.0000	Description	meetings and they give a positive feedback to the meetings. The right experts are on board. The owners get the required support (and coaching) from the CoC. The existing good practices are spread and made available to everyone.
EAV Factor	2.0000	Description	The working groups defined concrete targets and work packages for their work. First deliverables/solutions are in place, first implementations are done and first benefits (e.g. increase of automation and/or efficiency) can be shown. Management is involved and supports the activities. Positive feedback from the MboE.

Element Ownership at RBEI

15.0% of total score

Strengthening of the element and work package owners at RBEI.
this is collaborative goal with other CoC team members.
From EAV-Goals 2019

Manager Rating

1.8000

Goal Details

Start Date	01/01/2019	Due Date	12/31/2019
Weight	15.0%	Achieved EAV Factor	1.8000
			Discussed and understood challenges, supported and revamped below elements with improved results: SW Requirement Tests Equipment & Tools
			Supported below element in connecting them with right contacts for presentation and sharing know-how: Connectivity & IoT Test Automation & AI
Weighted EAV Factor	0.2700	Goal Achievement Degree	Closely working with new element owners: - Automated Test Generation Test execution for XIL systems Automated Decision Evaluation Tools & Equipment Regression Testing
			Started Pitstop meetings with element owners other than individual meetings. Appreciation cards for the element owners.

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	No meetings scheduled and arranged with RBEI work package owners and element owners. Not enough support provided to existing element and work package owners and no improvements shown.
EAV Factor	1.0000	Description	Several experience exchange meetings for the element and work package owners at RBEI have been organized. Also several F2F meetings took place. Target: succesful ownerships & working group results -> problems and root causes for the problemes, but also success factors and success stories have been collected. Measures are defined and implemented. The owners can feel the good support.
EAV Factor	2.0000	Description	Improvements are in place. All the elements and WPs with a RBEI ownership are on a good track. Results from the activities are improved. The main enablers and success factors are in place. Positive feedback from the owners. Owners are passionate about their role and their work. Management supports.

CoC budget in/for RBEI

20.0% of total score

Effective usage of the CoC budget for RBEI
From EAV-Goals 2019

Manager Rating

1.7000

Goal Details

Start Date	01/01/2019	Due Date	12/31/2019
Weight	20.0%	Achieved EAV Factor	1.7000
Weighted EAV Factor	0.3400	Goal Achievement Degree	<p>~ 219 TEuro spent in Workpackage and other planned activities.</p> <p>Below activities/workpackages started post July'2019:</p> <ul style="list-style-type: none">- Security Testing (clarified mode of cooperation)MMCD Tool developmentDefect PredictionReq2Test ExtensionWBT for Unit test (started in Dec)

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	Ownership of CoC Budget of RBEI is not taken. Budget is not defined for work packages.
EAV Factor	1.0000	Description	The CoC budget has been mainly used. The mode for the prices / cooperation and payment model has been clarified with the RBEI management. The planned deliverables have been provided by RBEI.
EAV Factor	2.0000	Description	The deliverables from RBEI have a high quality and are widely used at BOSCH and contribute to the improvement of SW V&V at BOSCH. The CoC team is satisfied with the output from RBEI. The cooperation and payment model is running well. RBEI units love to work for the CoC.

CoC key account for RBEI

25.0% of total score

Well established and appreciated CoC key account role for RBEI
From EAV-Goals 2019

Manager Rating

1.8000

Goal Details

Start Date	01/01/2019	Due Date	12/31/2019
Weight	25.0%	Achieved EAV Factor	1.8000
Weighted EAV Factor	0.4500	Goal Achievement Degree	Created and maintained acquaintances with Key Stakeholders – Shenoy, Jacob, Dr. Vijendran, Basavraj, Anupam, Naved, Priyamvadha, Shyam, Sivakumar and other depart and group leads. Contributing in strategy topics like CICTCD and IoT to scale up network and understand practical challenges.

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	Not enough networking with RBEI management and V&V experts The SW V&V key persons at RBEI (incl.
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EAV Factor	1.0000	Description	Shenoy and Jakob) know Shilpa Narang and her key account role very well. They support her in that role and they use her as a direct channel for SW V&V topics.
EAV Factor	2.0000	Description	Department heads, section heads and vice presidents? accept her as a partner on "eye-level". Her role is highly appreciated. Shilpa already enabled several SW V&V topics at RBEI (cooperation with CoE) and enabled several SW V&V topics at BOSCH (invented at RBEI).

(Re-)start of activities

10.0% of total score

Elements bi-directional traceability and equipment and tools are restarted
From EAV-Goals 2019

Manager Rating

1.6000

Goal Details

Start Date	01/01/2019	Due Date	12/31/2019
Weight	10.0%	Achieved EAV Factor	1.6000
Weighted EAV Factor	0.1600	Goal Achievement Degree	<p>Equipments & Tools: Revamped and Restarted with new roadmap and recurring meetings Potential topics identified for discussion and brainstorming in element exchange rounds. Connect with CI initiated to understand how licenses are being maintained by CI</p> <p>Backward Compaitibility: Element owner identified and explained roles and responsibilities. In absence of element owner, worked with experts to conceptualize possible solution/platform identified to integrate multiple tools for bi-directional traceability. Demo planned in first week of Dec.</p>

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	The element has not restarted.
			Elements bi-directional traceability and equipment and tools have been succesfully restarted. The Owners know

EAV Factor	1.0000	Description	their responsibility and know, what happened in the past. Regular meetings take place.
EAV Factor	2.0000	Description	Valuable results from these elements. Participants are passionate about these elements.

Summary

Individual Performance (rounded)

1.8 out of 2.0

Adjusted Calculated Form Rating:

1.8 out of 2.0

	Rating	Weight
EAV Goals		100.0% of total score
Test Automation & AI for V&V	1.80	30.0%
Element Ownership at RBEI	1.80	15.0%
CoC budget in/for RBEI	1.70	20.0%
CoC key account for RBEI	1.80	25.0%
(Re-)start of activities	1.60	10.0%

Work Task Evaluation 1

The criteria are to be used for the evaluation according to the work task. The list of evaluation below is not exhaustive and not all criteria apply to all associates. Associate must be able to influence the criteria. The achievements were....

Efficiency

e. g. efficient completion of work, timely delivery of results, logical implementation, effective organization of tasks.

Comments Driving multi and broad range of topics for CoC V&V and very efficiently.

Manager Rating

Exceeds expectations

Quality

e. g. accurate completion of tasks, frequency of errors, flaws, fulfilling commitments and undertakings.

Comments High quality of work, high accuracy of completion of tasks.

Manager Rating

Exceeds expectations

Commitment

e. g. mastering changing working conditions, contributing or implementing ideas and suggestions, handling changing tasks, independence, initiative, resilience.

Comments Commitment level is high. Shilpa Narang is proactively bringing in her ideas and implementing those.

Manager Rating

Exceeds expectations

Responsible Conduct

e. g. targeted action, cost-conscious behavior, dealing with occupational health and safety issues, customer orientation, taking on responsibility.

Comments	Budget planning is well taken of. Shilpa performs her targeted action in responsible and proactive way.
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Manager Rating

Exceeds expectations

Cooperation

e. g. cooperating when completing joint work tasks, passing on experience and information relating to task completion, cooperation with other functions/locations on the work task/project work, ability to resolve conflicts.

Comments	Shilpa Narang is co-operating with very high number of different people of org - inside and outside RBEI and she is enabling other RBEI teams for co-operation. Good ability to sense and resolve conflicts.
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Manager Rating

Exceeds expectations

Work Task Evaluation 2

The criteria are to be used for the evaluation according to the work task. The list of evaluation below is not exhaustive and not all criteria apply to all associates. Associate must be able to influence the criteria. The achievements were....

Leadership behavior

e. g. management strengths (delegation, integration), use of management tools (associate development), communication, persuasiveness.

Comments	Shilpa Narang is leading and giving orientation to element owners who are not directly reporting to her in a efficient and trustful way.
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Manager Rating

Exceeds expectations

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

TAR, Mobility, CDD

[Click here for more information.](#) Click [here](#) to access the associate's Mobility. Click [here](#) to access the associate's Potential Evaluation.

☒ Please tick the checkbox and confirm that you have discussed the result of TAR with your associate.

☒ Mobility discussed

☐ Career & Development Dialogue (CDD) required

Comments

TAR - R+ (right for next level)

Compliance

Please find additional information within the following [presentation](#). You can also find this document on the BGN at Compliance / Topics / GPD.

☒ The associate was informed by the manager about our Compliance Organization and the unconditional compliance with all legal requirements and additional regulations. The associate affirms that he/she will act accordingly to the best of his/her knowledge.

Annual Planning - Supplementary Notes - Participants

Shilpa Narang' s Comments

All the goals are discussed and agreed.

Mid-Year Review (optional) - Supplementary Notes - Participants

Annual Review - Supplementary Notes - Manager

Acknowledgment

After entering your comments please use the legal scan and spell check before acknowledging the form. The employee's signature means acknowledgement of the Assessment of Competencies and Potential, not necessarily agreement.

Associate: Shilpa Narang

04/25/2020

2019 was full of challenges and learning. Starting from IoT proposals and projects and then moving to V&V world of Bosch, the entire journey was very excited. Moving to CoC V&V and getting understanding of automotive world was an eye opener for me. Overall I could acquire skills on stakeholder management and technicality of Automation & AI which are new feathers in my cap.