

GPD 2020 - 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	Thomas Huber (HUB4SI)
Review Period	01/01/2020 - 12/31/2020
Due Date	03/31/2021

Annual Planning - Meeting

Annual Planning - Meeting Date	01/10/2020
Annual Planning - Additional Participants	

Job Responsibility

Job Responsibility	RBEI Key Account 'Program' Manager
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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	25.0% of total score
Regular Meetings and Workpackages	

Goal Details

Start Date	01/01/2020	Due Date	12/31/2020
Weight	25.0%		

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	Not achieving EAV1.0
EAV Factor	1.0000	Description	1. To organize regular exchange meetings for Automation & AI on time with good participation. 2. To mentor Element and Workpackage owners for creating strategy & approach for meetings, topics and milestones. 3. To define strategy, approach, scope and milestones of workpackages along with owners. 4. To implement Solutions in pilot projects and to keep Stakeholders apprised of progress and benefits.
EAV Factor	2.0000	Description	1. Reach out to multi divisions for pilot implementations & access to project data. Get buy-ins from divisions for successful validation of Automation & AI solutions. 2. Lead and Manage associates/leaders who do not have direct reporting line. 3. Main Stakeholders are in agreement of the developed solutions. 4. Identify available solutions concerning Automation & AI from diff divisions, evaluate and scale-up in agreement with Stakeholders. 5. Involve regions in the element meetings and workpackage solutioning. 6. Regular updates in Bosch connect/Docupedia about element and work package activities.

Owners at RBEI

15.0% of total score

Strengthening of the element and work package owners at RBEI.

Goal Details

Start Date	01/01/2020	Due Date	12/31/2020
Weight	15.0%		

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	Not achieving EAV 1.0
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. 4. Collect success stories and success factors for all elements (owners at RBEI)

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. Targets are defined for element owners in Q1. 4. V&V expert - regional meet/workshop is planned twice a year to exchange achievements, best practices & challenges.

EAV Factor 2.0000

Description

CoC budget in/for RBEI

20.0% of total score

Effective usage of the CoC budget for RBEI

Goal Details

Start Date 01/01/2020

Due Date 12/31/2020

Weight 20.0%

Other Details

EAV Factor for Goal Achievement

EAV Factor 0.0000

Description

Not achieving EAV 1.0

EAV Factor 1.0000

Description

1. The CoC budget is to be consumed to greater extent. 2. The mode for the prices / cooperation and payment model is clarified with the RBEI management. 3. Overview of the available budget is to be presented time to time to CoC V&V. 4. Ensure all planned deliverables from RBEI are available on time and budget is transferred as planned.

EAV Factor 2.0000

Description

The deliverables from RBEI should be of high quality for its widely usage at BOSCH.

Global Workshop in RBEI

20.0% of total score

Global workshop in RBEI

Goal Details

Start Date 01/01/2020

Due Date 12/31/2020

Weight 20.0%

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	Not achieving EAV1.0
EAV Factor	1.0000	Description	To plan and involved RBEI units and teams to organize a well structured Workshop in Q4 of 2020.
EAV Factor	2.0000	Description	1. Theme and Agenda to be set well in advance and communication regarding Global workshop is to be done in Q1. 2. Workshop is concluded with concrete outcomes in terms of identified solutions/ideas for next years. 3. Focus topics should be taken for deep dive sessions during and post workshop. 4. Plan and Invite External key speakers & RBEI Board of management.

PE-VVS localization Program in RBEI

20.0% of total score

PE-VVS program in RBEI

Goal Details

Start Date	01/01/2020	Due Date	12/31/2020
Weight	20.0%		

Other Details

EAV Factor for Goal Achievement

EAV Factor	0.0000	Description	Not achieving EAV1.0
EAV Factor	1.0000	Description	To conceptualize and plan PE-VVS localization program for RBEI. Ensure the first class to happen in Q3 of 2020.
EAV Factor	2.0000	Description	Co-ordinate with C/TEE-IN for selection of Program management and Education Manager in Q1. Eestimation for localized program available in Q2 and new cost is acceptable to main stakeholders. More than 12 nominations received for PE-VVS program and right candidates are selected for the program. Participants are happy with the quality and content of the program.

Summary

	Weight
EAV Goals	100.0% of total score
Test Automation & AI for V&V	25.0%

Owners at RBEI	15.0%
CoC budget in/for RBEI	20.0%
Global Workshop in RBEI	20.0%
PE-VVS localization Program in RBEI	20.0%

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

German course A1 and A2 to be completed in 2020.

Annual Planning - Supplementary Notes - Participants