



Targets & Behaviors 22/23 for Bhagath Talluri

Introduction

Welcome to the Targets & Behaviors Form.

In the **Collaboration Phase** you and your manager will create, review and edit targets and behavioral expectations throughout the year. Based on individual needs, development measures should be defined. Regular dialogs with your manager are recommended on a at least quarterly basis, to talk about the status quo, accomplishments and provide feedback. Any time in this phase you can optionally include a self-assessment and your manager an individual rating for all targets and behaviors.

Your manager's final and overall rating will be captured in the **Conclusion Phase**. No changes to the target and behavior details can be made in this phase. This phase is a 'confidential phase' – therefore you cannot access the form and the final STEPS dialog takes place.

In the **Sign Off Phase** you have access to the form again and are asked to finalize the process by signing the form. For more details, see our [EasyCard](#).

How to apply STEPS for new hires, is explained in the [Onboarding intranet pages](#).

Employee Information

First Name	Bhagath	Last Name	Talluri
Job Title	Senior Staff Engineer	Global Grade	012
Career Track	TL		

Targets

Set your targets according to the SMART principle. Targets should be individually achievable, measurable and relate to the [High Performance Company Monitor HPCM](#). Continuously manage your targets and discuss accomplishments with your manager throughout the Fiscal Year. Set and discuss [individual ratings](#) for each target. For more details, have a look at the [Targets & Behaviors Support Sheet](#).

Customers

PAM-B PD3 passes Nokia AD gate 2

Completed

PAM-B design achieves performances in time and is accepted by Nokia for the next phase

Legal Manager's Rating

Rating

Exceeded expectations

Exceeded expectations

Additional Ratings and Comments

Rating by Andrea Scarpa

Andrea Scarpa' s Comments

Bhagath has defined and coordinated the whole tuning strategy. Results: Samples for AD gate 2 ready according to schedule and meeting specifications according to discussion with Nokia Oulu. Nokia transferred then their project to Dallas, introducing different requirements (FCC and relaxed efficiency) and shifting their AD gate 2

Target Details

Target	PAM-B PD3 passes Nokia AD gate 2	Start Date	10/01/2022
Details: How to measure the target, what is helpful to achieve this target	PAM-B design achieves performances in time and is accepted by Nokia for the next phase	Due Date	09/29/2023
Category	Customers	Status	Completed

Customers

Tape-out PAM-B laminate according to schedule

Completed

Achieving the tape-out of PAM-B in time is key to deliver Nokia samples in time. Tape-out can be done at last in CW11.

Legal Manager's Rating

Exceeded expectations

Rating

Exceeded expectations

Additional Ratings and Comments

Rating by Andrea Scarpa

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Andrea Scarpa's Comments

Bhagath has played an important role in the design and tuning of PAM-B, define the structure of the processes and ensuring that the teams (VIH, NIJ and MUC) followed that structure.

The team has achieved to tape-out a complex multi-variant laminate 1.5 weeks ahead of a scheduled considered already very ambitious.

Target Details

Target	Tape-out PAM-B laminate according to schedule	Start Date	10/01/2022
Details: How to measure the target, what is helpful to achieve this target	Achieving the tape-out of PAM-B in time is key to deliver Nokia samples in time. Tape-out can be done at last in CW11.	Due Date	03/17/2023
Category	Customers	Status	Completed

Process

Conclude own contribution to Mini Pacs and transfer it to Nezar

Completed

Transfer to Nezar the Mini Pac tasks still to be carried out within the Tx baseline project and the knowledge - due begin of December 2022 (Nezar to present Mini Pac sub-project proposal to steering).

Complete overview of Mini Pac results together with Mustazar - due end of December 2022.

Legal Manager's Rating

Successfully met expectations

Rating

Exceeded expectations

Target Details

Target	Conclude own contribution to Mini Pacs and transfer it to Nezar	Start Date	10/01/2022
Details: How to measure the target, what is helpful to achieve this target	Transfer to Nezar the Mini Pac tasks still to be carried out within the Tx baseline project and the knowledge - due begin of December 2022 (Nezar to present Mini Pac sub-project proposal to steering). Complete overview of Mini Pac results together with Mustazar - due end of December 2022.	Due Date	12/23/2022
Category	Process	Status	Completed

Behaviors

Define the behavioral expectations for your role based on the [High Performance Behavior Model \(HPBM\)](#) with 'be passionate about profit' as mandatory dimension or, for all managers on Management Career, based on the [Leadership Principles \(LP\)](#); All people leaders who are not on Management Career can optionally use [Leadership Principles \(LP\)](#); Set and discuss [ratings for each behavior](#). For more details, have a look at our [content guide](#).

Be passionate about profit (mandatory)

Behavioral expectations	Propose and support options in PAM-B to reduce costs. Support R&D subsidy program at IFNBV (WBSO). Harmonize own way-of-working with that of the other Infineon sites, to maximize synergies and reuse, in order to reduce cost of development.
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Legal Manager's Rating	Rating
Successful	Successful

Additional Ratings and Comments

Rating by Andrea Scarpa

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Andrea Scarpa' s Comments

Focus was on delivering good samples to Nokia (design, prototyping, tuning), not on cost reduction. reducing cost is more applicable during the phases of the project following AD Gate 3.
WBSO timetable filled in systematically.
Several blocks of PAM-A (e.g. combiner and laminate stack-up) re-used from PAM-A as starting point.

Team up for best results

Behavioral expectations	As technical leader: Establish a good cooperation with the Munich team to successfully achieve the PAM-B targets: concept review in CW02 and tape-out in CW11; Keep the motivation high in the team and remove detractors; seek pro-actively for feedback; Establish the proper technical communication towards management and project management (technical reviews, management input back to the team, etc.).
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Legal Manager's Rating	Rating
Outstanding	Outstanding

Additional Ratings and Comments

Rating by Andrea Scarpa

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Andrea Scarpa' s Comments

PAM-B has been a true team cooperation across sites (design with MUC site, CV with VIH and MUC sites). Concept review and tape-out done in or ahead of schedule.

Extremely high team motivation to achieve results and deliver performing samples to customer on time.

Good communication in the the team: Extremely structured tuning execution, well communicated to the teams and to PJM.

All colleagues he has been working with recognize Bhagath's excellent technical knowledge and structured way of working.

Live responsibility and take ownership

Behavioral expectations	As technical leader of PAM-B you will help Minghao defining the design strategy, you will implement the work-breakdown structure of the design team, follow up the progress, take actions in case of delay and report to management.
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Legal Manager's Rating

Successful

Rating

Outstanding

Additional Ratings and Comments

Rating by Andrea Scarpa

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Andrea Scarpa' s Comments

Very structured organization of technical work, in particular during the extremely critical phase of tuning. Status and next steps clearly communicated in the team and to PJM.

Be ambitious and manage risks

Behavioral expectations	Work out your own development plan: draft plan March 1, 2023 final plan May 1, 2023 Risk in PAM-B well managed, setting ambitious targets and defining and applying the proper mitigations.
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Legal Manager's Rating

Successful

Rating

Successful

Additional Ratings and Comments

Rating by Andrea Scarpa

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Andrea Scarpa' s Comments

Done: see Career projection

Development Measures

Choose appropriate development measures to achieve your agreed targets and behaviors.

Also think about your development goals, what you would like to learn and achieve and define suitable formats to learn.

For more details, have a look at our [Support Sheet](#).

Further information about available trainings and formats can be found in our [Training Overview Booklet](#).

Summary

Please provide the overall performance ratings for Targets and Behaviors. For more details [click here](#), or check out our [content guide](#).

Please note special guidelines for [newly hired employees](#).

Target Rating Scale Exceeded expectations

Name	Rating	Weight
Targets		
PAM-B PD3 passes Nokia AD gate 2	Exceeded expectations	
Tape-out PAM-B laminate according to schedule	Exceeded expectations	
Conclude own contribution to Mini Pacs and transfer it to Nezar	Successfully met expectations	

Behavior Rating Scale Successful

Name	Rating	Weight
Behaviors		
Be passionate about profit (mandatory)	Successful	
Team up for best results	Outstanding	
Live responsibility and take ownership	Successful	
Be ambitious and manage risks	Successful	

Overall Comments

Andrea Scarpa' s Comments

With your structured way of working and dedication you have enabled the PAM-B team to proceed with a very high pace, eventually delivering samples in time, despite a schedule that seemed to be unrealistic at the start of the project. Thanks!

Signature

I herewith sign off the Targets & Behaviors form aligned with my manager. Please note that the below comment will only be visible to your managers once the form is completed.

Employee: Bhagath Talluri

11/08/2023

Thank you for the ratings. It was a pleasure working in the project with challenging objectives and achieve them. Thanks for following and steering the project in the right direction from time to time and act as a strong pillar for the project.