



Targets & Behaviors 21/22 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 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](#).

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
MiniPac designs

Completed

1. Complete the assigned designs by August 2022 - done (Minipac designs 9 DOE's)
2. Complete the devices down-selection by September 2022, including the CV data analysis - 1) down selection process defined 2) Done for 1st pcb-pac combination
3. For the own designs, deliver a measurement vs simulation report - 1) Model flow 2) working procedure 3) ADS library 4) Tuned model (DOE4_5)

Legal Manager's Rating	Rating
Successfully met expectations	Successfully met expectations

Bhagath Talluri's Comments

1. Complete the assigned designs by August 2022 - done ([Minipac designs 9 DOE's](#))
2. Complete the devices down-selection by September 2022, including the CV data analysis - 1) down selection process defined 2) Done for 1st pcb-pac combination
3. For the own designs, deliver a measurement vs simulation report - 1) [Model flow](#) 2) [working procedure](#) 3) [ADS library](#) 4) [Tuned model \(DOE4_5\)](#)

Target Details

Target	MiniPac designs	Start Date	10/01/2021
Details: How to measure the target, what is helpful to achieve this target	1. Complete the assigned designs by August 2022 - done (Minipac designs 9 DOE's) 2. Complete the devices down-selection by September 2022, including the CV data analysis - 1) down selection process defined 2) Done for 1st pcb-pac combination 3. For the own designs, deliver a measurement vs simulation report - 1) Model flow 2) working procedure 3) ADS library 4) Tuned model (DOE4_5)	Due Date	09/30/2022
Category	Customers	Status	Completed

Customers Doherty PA on PCB-PAC	Not Started
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Using RFGaN C1 MiniPac solutions, design and tapeout the Final Stage PA by September 2022
Prepare the measurement specification

Project decision to prioritize mini-pac design iso pcb-pac.
PCB-pac design schedule drifted from the initial planning.

Legal Manager's Rating	Rating
Successfully met expectations	Unable to rate

Target Details

Target	Doherty PA on PCB-PAC	Start Date	09/01/2022
Details: How to measure the target, what is helpful to achieve this target	Using RFGaN C1 MiniPac solutions, design and tapeout the Final Stage PA by September 2022 Prepare the measurement specification Project decision to prioritize mini-pac design iso pcb-pac. PCB-pac design schedule drifted from the initial planning.	Due Date	12/30/2022
Category	Customers	Status	Not Started

Customers Mini-pac CV enabling & coordination	On Track
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1. Setup evaluation FOCUS vs Anteverta and comparison
2. Measurement condition definition
3. Overview, tracking and timeline
4. Discuss and resolve measurement issues

Legal Manager's Rating	Rating
Successfully met expectations	.

Bhagath Talluri's Comments

Customers

1. Setup evaluation [FOCUS vs Anteverta](#) and comparison
2. Measurement condition definition
3. [Overview, tracking and timeline](#)
4. Discuss and resolve measurement issues

Target Details

Target	Mini-pac CV enabling & coordination	Start Date	04/15/2022
Details: How to measure the target, what is helpful to achieve this target	1. Setup evaluation FOCUS vs Anteverta and comparison 2. Measurement condition definition 3. Overview, tracking and timeline 4. Discuss and resolve measurement issues	Due Date	12/31/2022
Category	Customers	Status	On Track

Customers

Device model assessment & improvement

On Track

This activity has been taken over after from the Lead Principal AliReza after he left the company.

1. ADS templates
2. Model flow and working procedure
3. Validation with mini-pac model vs measurements
4. Workshop
5. Fine tuning of the model and next improvement steps

Legal Manager's Rating

Successfully met expectations

Rating

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Bhagath Talluri's Comments

1. [ADS templates](#)
2. [Model flow and working procedure](#)
3. [Validation with mini-pac model vs measurements](#)
4. [Workshop](#)

5. Fine tuning of the model and next improvement steps

Target Details

Target	Device model assessment & improvement	Start Date	07/10/2022
This activity has been taken over after from the Lead Principal AliReza after he left the company.			
Details: How to measure the target, what is helpful to achieve this target	1. ADS templates 2. Model flow and working procedure 3. Validation with mini-pac model vs measurements 4. Workshop	Due Date	12/30/2022

5. Fine tuning of the model and next improvement steps

Category	Customers	Status	On Track
Process	Nijmegen Laboratory and Measurement support		Completed

Complete the transfer of all the lab activities to the NMG CV team by September 2022 - Done
 >HW acquisition
 >Measurement coordination

Legal Manager's Rating Rating

Successfully met expectations

Bhagath Talluri's Comments

Complete the transfer of all the lab activities to the NMG CV team by September 2022

>[HW acquisition](#)

>Measurement coordination

Target Details

Target	Nijmegen Laboratory and Measurement support	Start Date	10/01/2021
Details: How to measure the target, what is helpful to achieve this target	Complete the transfer of all the lab activities to the NMG CV team by September 2022 - Done >HW acquisition >Measurement coordination	Due Date	09/30/2022
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](#).

Focus on the customer

Behavioral expectations	>Listen to the customer (internal and external) feedback actively
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Legal Manager's Rating Rating

Successful

Outstanding

Bhagath Talluri's Comments

1. Adapting the design strategy and re-run simulations for [mini-pac designs](#) based on regular design review and feedback from peers (Theepak, AliReza).

2. Re-run/re-design simulations due to new information coming in (such as availability of MOScaps with less lossy NO44 substrates). [Design & re-design of Build#8 with 2 types of LDMOS dies](#) from GSG structures within the same timeline.

3. Took over ownership of mini-pac modeling activity (From AliReza who left the company) as requested by the project stakeholder and adapted the planning and execution to meet Tx Baseline project timeline requirements (internal customer).

4. [Enabled and validated external measurement partner Anteverta for current and future LP measurement activity](#) to pull-in mini-pac CV measurement. This is to enable the pull-in of the project schedule as demanded by the project stakeholders.

5. Taken responsibility to drive the [mini-pac CV measurement coordination](#) as demanded by the situation due to resource allocation issue (Designers, Lead principal leaving the company and CV manager (Thomas Hartig) in Villach fully overloaded by PAM-A/B activities)

Strive for excellence

Behavioral expectations
 >Strive for excellence and set high quality working standard

Legal Manager's Rating	Rating
Outstanding	Outstanding

Bhagath Talluri's Comments

1. Demonstration of step by step procedure for the mini-pac design
 - i. Followed, evaluated and derived a step by step and strategic approach given the model accuracy/confidence for mini-pac design. [Proper documentation](#) for others to easily understand and get started with mini-pac design.
 - ii. [Load-pull reporting](#) and benchmarking template
 2. Worked together on the [ADS script, template for model vs measurement comparison](#) for LP measurements. This template can be used for future model improvement and measurement comparison activity across IFX which is well received by peers in the group.
 3. Took extra effort and time to fine tune the [mini-pac model](#) to convince the community about the model accuracy.
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Team up for best results

Behavioral expectations
 >Team up with people from Nijmegen, Munich and Villach

Legal Manager's Rating	Rating
Outstanding	Outstanding

Bhagath Talluri's Comments

1. Travel to Munich and Villach labs, met with CV managers, CV engineers to gather and fine tune information and requirements for [lab equipment harmonization](#) and procurement for RF Nijmegen lab.
 2. Travel to Villach to align with designers and LP engineer to coordinate, discuss, understand and agree on measurement, device down selection procedures. Well coordinated activity with LP engineer (Yip Jim) and RF designer (Marco.p) and short feedback loops to finalize device down-selection process.
 3. Organized a [model workshop](#) (Wk37) to keep people informed of the mini-pac model activity. Discussion, feedback and improvement actions and follow-up on mini-pac model and its applicability.
 4. Travel to Anteverta for Villach's FOCUS setup validation for LP measurements. Coordination with both Anteverta and Villach on the measurement process, results and generated [comparison report](#) to validate setups alignment.
 5. Prepare overview and brief TLT member (Minghao Koh) on the ongoing [Tx baseline activity](#) and also in CV alignment meeting (Thomas Hartig) to keep the community informed.
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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](#).

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 Successfully met expectations

Name	Rating	Weight
Targets		
MiniPac designs	Successfully met expectations	
Doherty PA on PCB-PAC	Successfully met expectations	
Mini-pac CV enabling & coordination	Successfully met expectations	
Device model assessment & improvement	Successfully met expectations	
Nijmegen Laboratory and Measurement support	Successfully met expectations	

Behavior Rating Scale Outstanding

Name	Rating	Weight
Behaviors		
Focus on the customer	Successful	
Strive for excellence	Outstanding	
Team up for best results	Outstanding	

Overall Comments

Comments by Menno Clerk

What:

MiniPac designs

- Complete the assigned designs by August 2022
- Complete the devices down-selection by September 2022, including the CV data analysis
- For the own designs, deliver a measurement vs simulation report

Starting from scratch all designs were done in time including down-selection; Technical report done as starting point for discussion (workshop wk2237). Contributing to the MiniPac design flow will help us accelerating our future designs. Well done.

MiniPacs are in good hands

Doherty PA on PCB-PAC

- Using RFGaN C1 MiniPac solutions, design and tapeout the Final Stage PA by September 2022
- Prepare the measurement specification

Due to prio-setting and project schedule PCB-PAC is delayed.

Nijmegen Laboratory and Measurement support

- Complete the transfer of all the lab activities to the NMG CV team by September 2022
- HW acquisition
- Measurement coordination

This activity was approached in very structured way despite the very limited support available. Bhagath was approaching suppliers, defining and deciding on the required equipment with support from mainly the Villach team. Also the Lab layout was taken care of by Bhagath. Bhagath also took initiative and ownership of tasks/challenges that were initially not intended for him, but he offered his support/helping hand:

1. Outsourcing of loadpull measurements by Anteverta
2. CV coordination of MiniPac measurement
3. Has taken ownership of the transistor model assessment after Alireza left, with positive feedback from the team.

How:

1. Focus on the customer: Listen to the customer (internal and external) feedback actively

Alignment with Villach regarding lab equipment and setups. Very flexible and very committed to get things done (e.g. Design for miniPac). Took ownership of CV measurement coordination of miniPACK and model improvement by getting the experts from Villach involved (recognized by Villach team).

2. Strive for excellence: Strive for excellence and set high quality working standard Bhagath built the lab in a very structured way with clear insight and overview on the needs, supplier deliveries and inventory in general. On top Bhagath took ownership in defining the tasks to assess the transistor model.

3. Team up for best results: Team up with people from Nijmegen, Munich and Villach
Based on feedback from Villach this was clearly done and evidence can be found above.

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 has not signed yet